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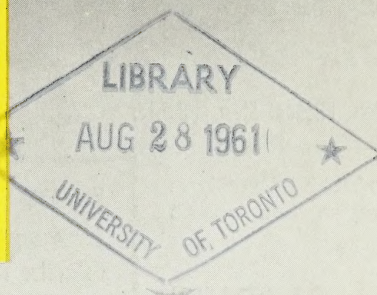




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# LABOUR GAZETTE



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# EMPLOYMENT REVIEW

ECONOMICS AND RESEARCH BRANCH

## Manpower Situation, Second Quarter, 1961

### Current Trends

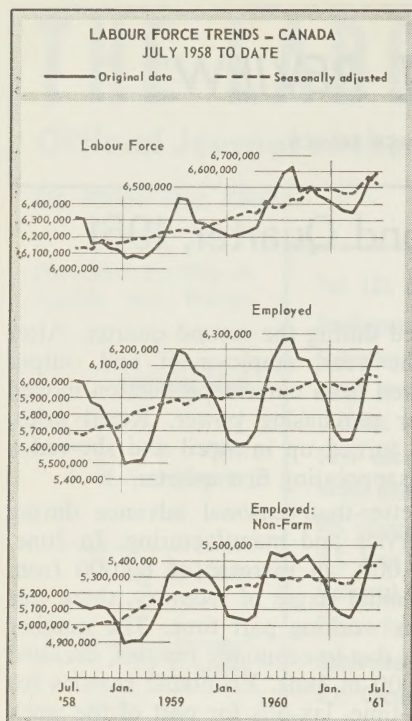
The pace of economic activity quickened during the second quarter. After showing evidence of firming earlier in the year, employment and output registered substantial increases. Income derived from current production moved up sharply in April and helped to bolster purchasing power. Retail sales, seasonal variations taken into account, also turned up in April and showed a further increase in May after a somewhat disappointing first quarter.

Non-farm employment registered a better-than-seasonal advance during the second quarter with sizable gains in service and manufacturing. In June, total non-farm employment stood at 5,517,000, an increase of 60,000 from a year earlier. As might be expected in the initial stages of recovery, there was a substantial drop in the number of persons working part time. The number of persons at work less than 35 hours a week, due to economic reasons, declined from an estimated 86,000 in March to 59,000 in June. Economic reasons for not working 35 hours or more include short-time, lay-offs for part of the week and termination or start of employment during the week.

The most notable development during the second quarter was improvement in the durable goods sector of manufacturing. This group of industries had been in the forefront of the previous decline. Activity in the non-durable goods sector also increased during the second quarter after remaining firm for several months. The service industry, which exerted a strong sustaining influence on output and employment during the first quarter, continued to expand, and housebuilding, another source of strength during the early part of the year, exhibited continuing strength although there was some evidence of a slowing down in the rate of housing starts. Non-residential construction, which experienced a larger-than-seasonal reduction in activity during the first quarter, has shown little improvement in recent months.

The improvement in manufacturing, together with a modest upturn in forestry activity, resulted in a larger-than-seasonal employment expansion in the goods-producing industries. Employment in this group had been declining fairly steadily since the middle of last year. The service industry, which had shown a remarkable growth rate during 1960 and the opening quarter of 1961, continued to expand.

After allowing for seasonal factors, manufacturing employment showed a slow but steady rise throughout the second quarter, reaching a somewhat higher level than last year. Some recovery was underway in both durables and non-durables. Iron and steel plants were reported to have rehired a considerable number of persons during the second quarter, and the most recent detailed industrial employment statistics seem to confirm this. Except for fabricated and structural steel and iron castings, all of the iron and steel products industries expanded somewhat between March and April. The decline in the former



can be attributed to the slowdown in industrial construction. Other durable goods industries which showed employment strengthening during the second quarter were shipbuilding, heavy electrical apparatus and building materials.

The automotive and parts industries experienced a further small decline from the reduced level which was in evidence during the first quarter. Prospects for the remainder of the year are a little brighter as elimination of the excise tax on automobiles is expected to bolster sales. In the first half of 1961, automobile sales were running at a lower level than in most recent years. Aircraft manufacturing showed continuing employment stability. This industry was maintained at a fairly high level throughout the recent downturn. The railway rolling stock industry showed little employment change during the second quarter, but prospects were somewhat brighter following an increase in new orders; employment drifted downwards throughout 1959 and 1960.

Employment gains in the second quarter in non-durable goods were relatively small but fairly widespread. The largest increase, allowing for seasonal variations, were in rubber and paper products. Employment either held firm or advanced slightly in leather goods, clothing and textiles. The employment rise in food and beverages was about normal for the season.

Hours of work in manufacturing, which generally lead changes in employment and output, have been increasing since the beginning of the year. The average work week in April (the most recent data available) was a little longer than a year earlier but still considerably shorter than in the summer of 1959. The largest advance since the beginning of the year was in durables which showed an increase of a little better than half-an-hour.

Activity in forestry picked up in the second quarter after showing a slight decline early in the year. The stepup reflected stronger demands for lumber and newsprint. Pulp cutting quotas were reported to be somewhat larger this year, but it seems unlikely that employment will expand as much as output, as the logging industry has become increasingly mechanized during the past few years and most of the evidence points to a continuation of this trend. Most reports indicate strengthening in demand for pulpwood. Inventories of pulpwood at the end of May were a little higher than a year earlier but consumption of pulpwood has been rising moderately.

Construction employment (seasonally adjusted) showed virtually no change between the first and second quarter. Outlays by institutions and governments, and expenditures on new housing were maintained at a fairly high level, but weaknesses persisted in the business, industrial and engineering sector.



Contract awards in the first five months of 1961 were 15 per cent lower than last year for business structures. A similar comparison for industrial and commercial construction shows somewhat smaller decreases.

In the service-producing industries, the only significant employment change was in the service industry proper. With substantial gains in both the first and second quarters, service employment in June was estimated to be 114,000 higher than in June 1960.

On balance, developments in the second quarter were fairly encouraging. Manufacturing, which contributed largely to the recent slowdown in economic activity, showed increasing signs of strength. Forestry, another source of weakness during the recent recession, showed definite signs of improvement. In other goods-producing industries, employment remained fairly steady. The service industry which had been a strong sustaining force earlier in the year continued to expand.

## Comparison with Last Year

Employment in the second quarter was about 103,000 higher, on average, than in the corresponding quarter last year. All of the increase was in women's employment. The number of employed men was virtually the same as in the second quarter of 1960; the first quarter comparison showed a decline of 49,000.

The sustained growth of the service industry was mainly responsible for the increase in the number of employed women. In the service industry proper, employment averaged about 97,000 higher than in the second quarter of 1960, women accounting for about four-fifths of the increase. Employment changes were relatively small for both sexes in trade, transportation, finance, insurance and real estate. In the goods-producing industries, women's employment increased by an estimated 24,000, while the number of men employed showed a corresponding decline. A little better than half of this increase was in agriculture, mainly in the number of unpaid family workers.

In the second quarter of 1961, employment in the goods-producing industries was virtually the same as a year earlier. Manufacturing and agriculture registered sizable gains which made up for the losses in mining, construction and transportation. Employment in forestry was maintained at much the same level as last year.

Manufacturing employment in the second quarter was slightly higher than a year earlier, although considerably below the pre-recession peak. Industries showing improvement over the year were aircraft and aircraft parts, ship-building, paper products, clothing and textiles.

Iron and steel products, which were particularly hard hit by the recession, have shown increasing signs of strength during the past few months, but employment levels in these industries were still considerably lower than last year. Activity in the motor vehicle and motor vehicle parts industries was sharply lower than last year. It will be remembered, however, that the automotive industry was operating at a high level during the second quarter of 1960.

The year-to-year drop in mining employment took place in fuels and in metal mining. Non-metal mining showed continuing strength, reflecting the strong demand for asbestos products. Metal mining showed the most marked



decline with losses in uranium, iron ore and gold. Oil and natural gas accounted for most of the year-to-year employment contraction in fuels; activity in coal mining declined slightly.

## Unemployment

Unemployment showed a slightly larger-than-seasonal decline between the first and second quarter but continued to be higher than last year. In June, an estimated 370,000 persons were unemployed, representing 5.6 per cent of the labour force. A year before, the figure was 315,000, representing 4.9 per cent of the labour force. The unemployment rate was higher than last year in the Atlantic, Quebec and Ontario regions. In the two western regions, it was about the same as last year.

Of the 370,000 unemployed in June, 310,000 were men and 60,000 were women. Almost all of the increase over the year was among the male unemployed, and all age groups shared in the rise. About four-fifths of the unemployed were over 19 years old, a slightly larger proportion than a year earlier.

In the second quarter of 1961, unemployment rates were higher than in the second quarter of 1960 in all industry groups and in all occupations except primary industries where there was no change. On average, there were 483,000 unemployed in the second quarter of 1961. Of this number, about half were labourers and manufacturing and construction workers. Office and professional workers accounted for a significant portion of the remainder.

Unemployment rates for labourers and construction workers in the second quarter were more than double the national average. The rate for office and professional workers, on the other hand, was less than half the national average.

### LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance	
	1		2		3	
	June 1961	June 1960	June 1961	June 1960	June 1961	June 1960
Metropolitan.....	—	1	10	9	2	2
Major Industrial.....	2	1	19	22	5	3
Major Agricultural.....	—	—	4	5	10	9
Minor.....	2	1	31	32	25	25
Total.....	4	3	64	68	42	39

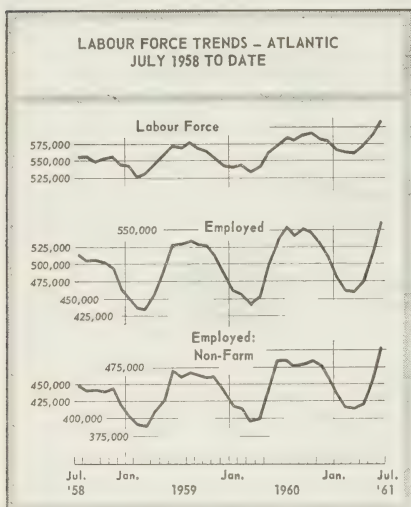
# CLASSIFICATION OF LABOUR MARKET AREAS—JUNE

	SUBSTANTIAL LABOUR SURPLUS	MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
<b>METROPOLITAN AREAS</b> (labour force 75,000 or more)		Calgary Halifax Hamilton Montreal → QUEBEC-LEVIS → ST. JOHN'S Toronto → VANCOUVER- NEW WESTMINSTER → WINDSOR Winnipeg	→ EDMONTON → OTTAWA-HULL	
<b>MAJOR INDUSTRIAL AREAS</b> (labour force 25,000-75,000; 60 per cent or more in non- agricultural activity)	Lac St. Jean Sydney	Brantford → CORNWALL → CORNER BROOK Farnham-Granby Ft. William- Pt. Arthur → JOLIETTE → MONCTON → NEW GLASGOW Niagara Peninsula Oshawa Peterborough → ROUYN-V. D'OR Saint John Sarnia → SHAWINIGAN Sherbrooke Timmins- Kirkland Lake → TROIS RIVIERES Victoria	→ GUELPH → KINGSTON → KITCHENER → LONDON → SUDBURY	
<b>MAJOR AGRICULTURAL AREAS</b> (labour force 25,000-75,000; 40 per cent or more agricultural)		Chatham → RIVIERE DU LOUP → THETFORD-MEGANTIC- ST. GEORGES Yorkton	→ BARRIE Brandon → CHARLOTTETOWN → LETHBRIDGE Moose Jaw North Battleford → PRINCE ALBERT → RED DEER Regina → SASKATOON	
<b>MINOR AREAS</b> (labour force 10,000-25,000)	Campbellton KITIMAT ←	→ BATHURST Beauharnois Belleville-Trenton → BRIDGEWATER Central Vancouver Island Chilliwack Dauphin Dawson Creek Drummondville → FREDERICTON Galt → GASPE Lindsay MEDICINE HAT ← → MONTMAGNY → NEWCASTLE → OKANAGAN VALLEY Pembroke → PRINCE GEORGE- QUESNEL → QUEBEC NORTH SHORE → RIMOUSKI Ste. Agathe- St. Jerome St. Jean → ST. STEPHEN Sault Ste. Marie Sorel → SUMMERSIDE Truro Valleyfield Victoriaville → WOODSTOCK, N.B.	→ BRACEBRIDGE Brampton → CRANBROOK → DRUMHELLER → EDMUNDSTON Goderich → GRAND FALLS → KAMLOOPS → KENTVILLE → LACHUTE- ST. THERESE Listowel → NORTH BAY → OWEN SOUND → PORTAGE LA PRAIRIE → PRINCE RUPERT → ST. HYACINTHE → ST. THOMAS Sincoe Stratford Swift Current → TRAIL-NELSON Walkerton Weyburn → WOODSTOCK- TILLSONBURG → YARMOUTH	

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicate the group from which they moved. For an explanation of the classification used, see page 424, April issue.

# Employment Situation in Local Areas

## ATLANTIC



Employment in the Atlantic region increased more than seasonally between the first and second quarter of 1961. An important factor in this increase was the firming of activity in manufacturing. In the opening quarter, manufacturing employment showed a larger-than-seasonal decrease.

Activity in iron and steel plants showed a moderate rise during the second quarter after having declined noticeably during the first three months. Pulp and paper plants also showed evidence of employment expansion during the second quarter after having remained fairly stable during the earlier part of the year. Railway rolling stock, which was a major source of weakness in the first quarter,

continued to operate at a very low level although prospects for this summer were considerably improved; the plant in New Glasgow was scheduled to start work on an order of 300 box cars in July. In the aircraft and parts industry, employment showed steady improvement during May and June after declining in April. Shipbuilding activity was curtailed during the second quarter as a result of industrial disputes at the yards in Halifax and Saint John. However, some rehiring was reported to have taken place following strike settlements in June, and the outlook for the remainder of the year is reported to be very bright.

Employment in coal mining showed a further decline during the second quarter, reaching a level which was substantially lower than last year. At the same time, the expected upturn in forestry was delayed as a result of an unusually late spring. Construction activity was also hampered by bad weather during much of the second quarter. Housebuilding was fairly active but employment in non-residential construction was somewhat lower than last year.

Total employment in the second quarter averaged about 21,000 higher than a year earlier. The main improvement was in service. Manufacturing employment was slightly higher than last year. Significant employment gains occurred in shipbuilding, aircraft and pulp and paper products. Employment was somewhat lower than a year ago in iron and steel products and in railway stock. Unemployment in the second quarter remains somewhat higher than last year. In June, the classification of the 21 areas in the region, (last years figures in brackets) was as follows: In substantial surplus, 2 (0); in moderate surplus, 14 (13); in balance, 5 (8).

## Local Area Developments

**St. John's (metropolitan):** Construction employment showed a substantial year-to-year decrease, but activity in most other industries compared favourably with a year ago.



**Halifax** (metropolitan): Group 2. Total employment in June was somewhat higher than a year earlier as a result of increased activity in most parts of manufacturing. Construction employment was a little lower than last year.

## QUEBEC

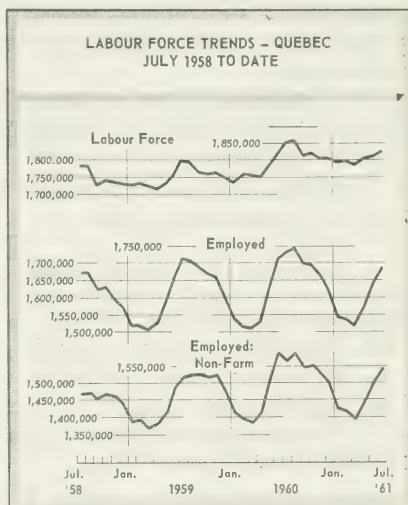
Employment in Quebec increased somewhat more than seasonally during the second quarter of this year and was, on average, fractionally higher than last year. The rate of increase was 6.6 per cent, higher than in any corresponding period during the past five years. At the same time, however, the decline in unemployment was smaller than usual for this time of year, and the average unemployment level continued higher than a year earlier.

The low level of forestry employment which prevailed in the first quarter continued during the first half of the second quarter. Later in the second quarter, however, forestry employment picked up rapidly and, by the end of June, was higher than in the previous three years. This was attributable in part to the late start of the river drive and in part to a changed pattern of operation and employment in this industry. Employment in mining increased seasonally and remained higher than last year.

Construction employment increased seasonally during the quarter, but remained lower than last year, reflecting the relatively lower level of capital investment. The decline in industrial construction over the year was spread over a wide range of industries, affecting primary industries, most manufacturing industries, as well as the utilities group. This was partly offset by greater activity in residential construction due to a substantial increase in houses under construction during the second quarter as well as over the year. The number of new houses started in the second quarter of this year dropped off considerably from the previous quarter but remained well above the second quarter level of 1960.

Manufacturing employment showed some improvement from first to second quarter, after allowing for seasonal movement. The gains were concentrated mainly in industries supplying the building trade with such materials as wood products, non-metallic mineral products, and certain types of iron and steel products, especially structural steel. A noticeable employment increase in the pulp and paper industry was also reported during the second quarter. The non-durable consumer goods industries, in general, experienced the usual seasonal increases in production and employment. Employment in the textile industry continued at the higher level of the previous quarter, maintaining its improved year-to-year position for the third consecutive year. The consumer durable goods industries, however, showed little change from the low level of the first quarter. Compared with the second quarter of last year, only consumer non-durables registered year-to-year increases in employment and, as a result, total manufacturing employment experienced a decline over the year.

Of the industries producing transportation equipment, railway car production and employment rose considerably in June as well as over the year, due



to a substantial new order for railway cars. The aircraft industry, which had been steadily operating at a high level for several years, showed some weakening early in the second quarter. Towards the end of the quarter, however, expectations of new orders, as a result of the proposed aircraft exchange arrangement with the United States, had the effect of arresting the downward employment trend. In the shipbuilding industry, there was no immediate evidence of increased employment following the announcement of a plan to subsidize Canadian shipbuilding.

Employment in the service-producing industries increased over the quarter and was higher than a year earlier. The increase was particularly noticeable in trade and finance.

In June, the labour market area classification was the same as the year before: in substantial surplus, 1; in moderate surplus, 21; in balance, 2.

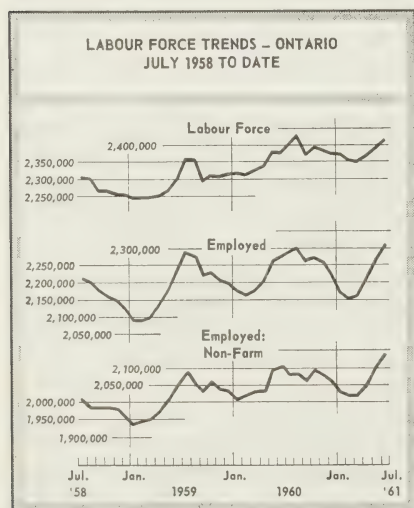
## Local Area Developments

**Montreal (metropolitan).** Group 2. Unemployment was about the same as last year. The main weakness lay in the continuously low level of activity in iron and steel products, with the exception of structural steel. On the other hand, employment in wood products, building materials, house furnishings and most consumer non-durables, increased considerably over the quarter as well as over the year.

**Quebec (metropolitan).** Group 2. Unemployment was lower than last year. Improvements were reported in a number of industries, particularly in residential construction, transportation, woods products, pulp and paper, and the shoe industry.

## ONTARIO

The employment expansion in Ontario between the first and second quarters was in line with seasonal movements. In the second quarter, employment averaged 2,260,000, which was about 4 per cent higher than the average for the first three months of the year. Non-farm industries accounted for most of the rise in employment; farm employment accounted for about 20 per cent of the gain.



Manufacturing employment strengthened during the second quarter with gains in a fairly wide range of industries. A notable exception was the automotive industry which showed little improvement from the reduced level at which it was operating earlier in the year. The 1961 production runs were completed earlier than usual and some plants began releasing workers in June. Some of the larger employment gains were in durable goods, particularly aircraft, heavy machinery and primary iron and steel. New orders gave renewed life to shipyards and to the heavy electrical apparatus industry, where, in the latter part of the second quarter, the downward trend in employment was arrested and some em-



ployment increases occurred. Employment in agricultural implements was firm early in the second quarter but layoffs took place during May and June, somewhat earlier than usual. Employment in the food processing industry showed a large seasonal rise during the second quarter.

Construction employment showed a substantial rise during the second quarter, largely reflecting the revival in housebuilding. Government, institutional and commercial building showed increasing signs of strength but industrial and engineering construction continued at reduced levels.

Farm activity was resumed and though work in some areas was hampered by cold and wet weather, employment was generally at normal levels. Forestry operations were at a virtual standstill in April but picked up sharply later in the second quarter when hauling conditions improved and river drives commenced.

Total employment in the second quarter was slightly higher than a year earlier. The sustained growth of the service industry offset losses in mining, agriculture and manufacturing. While total manufacturing employment was slightly lower than a year earlier substantial gains were in evidence in certain industries. The main developments in manufacturing were centered in the durable goods sector. Employment increases in the aircraft and parts industry were more than outweighed by lower levels in automobile and parts plants. Employment was lower in the iron and steel industry which had been particularly busy a year earlier. The gradual shutdown and employment reductions in uranium mines contributed largely to decreased mining employment.

The number of employed women was estimated to be 29,000 higher in June 1961 than in the corresponding month last year but the number of employed men showed no change. Reductions in durable goods manufacturing were the main factors in the contraction of male employment over the year. The expansion of service industries, having a high female content, accounted for most of the large rise in the number of women employed.

Unemployment declined somewhat more than seasonally between the first two quarters of the year. Most of the improvement was seasonal, with the spring pickup in agriculture, food processing and construction being the big factors. Unemployment in the second quarter averaged 131,000, higher than the 117,000 unemployed in the same period a year earlier. In June, the classification of the 34 labour market areas in the region (last year's estimates in brackets) was as follows: in moderate surplus, 16 (20); in balance, 18 (14).

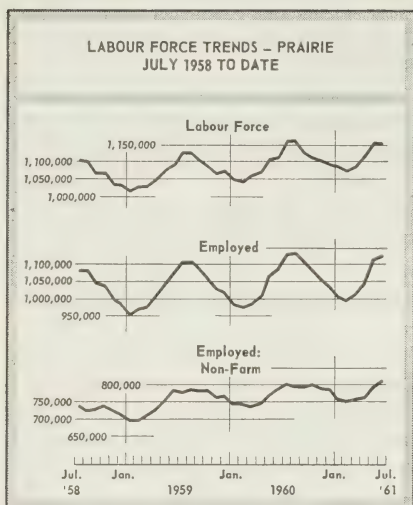
### Local Area Developments

**Toronto** (metropolitan): Group 2. There was considerable improvement in employment conditions in the Toronto area between the first and second quarter. Demands for construction workers increased sharply although the large industrial dispute, which began in May, had a restraining influence on employment in construction and related industries. A considerable increase took place in the number employed in transportation occupations. Despite weaknesses in the automobile industry, manufacturing in general remained firm.

**Hamilton** (metropolitan): Group 2. A large part of the increase in employment occurred in manufacturing, especially among iron and steel products. Farm implement and auto production were high for most of the second quarter but weakened in June as plants neared completion of this year's production run. With the opening up of lake shipping, employment in the transport industry increased.



## PRAIRIE



Employment rose substantially more than usual in the second quarter in the Prairie region, from 1,003,000 to 1,095,000 (9.1 per cent), and average employment was 3.9 per cent higher than a year earlier. Non-agricultural employment averaged 786,000 in the second quarter, up 4.4 per cent from the first quarter and 2.5 per cent from the same period of 1960.

Farm employment, which has shown regular year-to-year declines in recent years, exhibited marked strength in most of the second quarter of this year. There was a larger than usual seasonal rise of 23.1 per cent from the first quarter and the average was up 7.8 per cent from the same period of 1960.

After an early spring and favourable conditions, drought conditions developed which damaged both grain and forage crops in all parts of the region except in the Peace River area. Further damage was occasioned by outbreaks of grasshoppers, and cutworm infestations—the heaviest for many years—also occurred in south-central areas of the region. These developments were accompanied by some decline in farm employment late in the second quarter of the year. Anticipated shortages of feed prompted livestock farmers to reduce their cattle herds to some extent, and special programs to transport fodder into affected areas were initiated. Marketing conditions for grain remained favourable in the second quarter; exports of wheat from Canada during the crop year totalled 276.4 million bushels to June 21, up 28.5 per cent from last year.

Employment in manufacturing expanded seasonally from the first to the second quarter; particularly large increases occurred in packing plants. Receipts of cattle were up 27.8 per cent in the first three weeks of June from the same period a year earlier, as farmers, troubled by possible feed shortages, trimmed their herds. Most other manufacturing industries operated at near last year's levels or slightly lower. Two pipe manufacturing plants laid off personnel on completion of orders for pipelines to be built this summer, and most other iron and steel plants in the region operated considerably below capacity.

Construction employment moved toward summer levels with large numbers of men hired for pipeline and hydro projects. Business building was down from year-earlier levels but 3 per cent more housing units were under construction at the end of May than a year earlier. Petroleum was down somewhat from a year ago, where production increases were not reflected in increased employment; similar conditions existed in coal mining but these were largely offset by continued hiring for base metal developments in northern Manitoba. Non-goods producing industries showed substantial gains both from the first quarter and a year earlier.

Unemployment decreased from 7.2 per cent of the labour force in the first quarter to 4.3 per cent in the second quarter; in the second quarter of 1960 unemployment represented 3.9 per cent of the labour force. In June,

six of the Prairie region's 19 labour market areas were classified in the moderate labour surplus category and in 13 the demand and supply of labour were in balance; this was the same as a year earlier.

## Local Area Developments

**Fort William-Port Arthur** (major industrial): Group 2. Railway and water transportation activity increased more than seasonally in the Lakehead area after navigation opened on April 9, in spite of some weakness in demand for iron ore. Requirements of men for grain handling by terminal elevators were strong, total shipments of grains by mid-May being 20 per cent higher than at the same date last year.

## PACIFIC

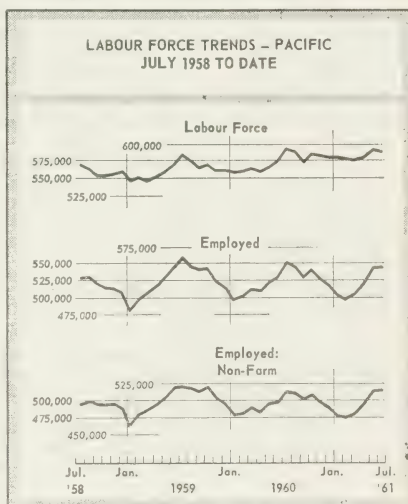
A slightly greater than seasonal expansion in employment occurred in the Pacific region between the first quarter and the second quarter of 1961. Average employment rose to 536,000, up 2.9 per cent from the corresponding quarter of 1960. Women's employment rose very strongly above that of the second quarter of 1960, (9.4 per cent), while male employment showed a much more modest increase (0.9 per cent). Women accounted for 26.0 per cent of total employment in the second quarter, up from 24.5 per cent a year earlier.

The usual increase in agricultural employment occurred in the second quarter. Spring work raised farmers' requirements for men at mid-quarter, and summer work and fruit picking commenced late in June. The employment of fishermen also increased during the second quarter as salmon and herring fishing got underway and halibut fishing continued. Salmon catches were reported somewhat lighter than usual.

Forestry operations, down seasonally at the beginning of the second quarter due to the spring breakup, moved steadily upward during the second quarter until the latter part of June, when fire hazards in drier areas and some flooding on the Columbia River caused some shutdowns. These affected chiefly logging; most sawmills and planer mills operated at higher levels than in the first four months of 1961 when the volume of lumber cut was about 15 per cent smaller than a year earlier. At the beginning of the second quarter, logging employment was about 20 per cent less than at the same time in 1960. At this time the total employed in pulp and paper mills was up 6 per cent from the same time last year, and the demand for pulp and paper continued to be strong. Shingle mills worked at full capacity.

In manufacturing other than forestry products, the number working in smelting moved up during the quarter and was ahead of the year-earlier figure until repairs to hydro installations necessitated shutting down the Kitimat aluminum plant at mid-summer. In beverages, canned products, and food processing plants, employment increased seasonally during the quarter but some plants remained below year-earlier levels. Employment in garment plants moved up

(Continued on page 628)





## Explanatory Note to "Manpower Situation in Local Areas"

The system of classifying the labour market situation in individual areas is an analytical device whose purpose is to give a clear and brief picture of local market conditions based on an appraisal of the situation in each area. In considering each category, it is necessary to keep in mind the market seasonal fluctuations in labour requirements in Canada. Labour surpluses are consistently highest in each year from December to March and lowest from July to October.

The criteria on which this classification system is based are as follows:—

*Group 1: Labour Surplus.* Areas in which current or immediately prospective labour supply exceeds demand in almost all of the major occupations. This situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is more than 9.9, 11.9 or 13.9 per cent, depending on the size and character of the area.

*Group 2: Labour Surplus.* Areas in which current or immediately prospective labour supply exceeds demand in about half of the major occupations. The situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is more than 5.9 or 6.9 per cent, but less than 10.0; 12.0 or 14.0 per cent, depending on the size and character of the area.

*Group 3: Balanced Labour Supply.* Areas in which current or immediately prospective labour demand and supply are approximately in balance for most of the major occupations. The situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is more than 1.9 or 2.4 per cent, but less than 6.0 or 7.0 per cent, depending on the size and character of the area.

*Group 4: Labour Shortage.* Areas in which current or immediately prospective labour demand exceeds supply in most of the major occupations. This situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is less than 2.0 or 2.5 per cent, depending on the size and character of the area.

The classification of areas does not depend solely on the ratio of job applications to paid workers. All areas, and particularly those in which the ratio is close to the limits of the above-mentioned ranges, are examined closely in the light of other kinds of information to see whether they should or should not be reclassified. Information on labour market conditions at local areas is obtained mainly from monthly reports submitted by each of the local

offices of the National Employment Service. This information is supplemented by reports from field representatives of the Department of Labour who regularly interview businessmen about employment prospects in their companies, statistical reports from the Dominion Bureau of Statistics and relevant reports from other federal government departments, from provincial and municipal governments and from non-governmental sources.

The term "labour market" as used in this section refers to a geographical area in which there is a concentration of industry to which most of the workers living in the area commute daily. The term is not meant to imply that labour is a commodity and subject to the same kind of demand and supply factors operative in other markets.

To facilitate analysis, all labour market areas considered in this review have been grouped into four different categories (metropolitan, major industrial, major agricultural, and minor) on the basis of the size of the labour force in each and the proportion of the labour force engaged in agriculture. This grouping is not meant to indicate the importance of an area to the national economy. The key to this grouping is shown in the classification of labour market areas on page 317.

The geographical boundaries of the labour market areas dealt with in this section do not coincide with those of the municipalities for which they are named. In general the boundaries of these areas coincide with the district serviced by the respective local office or offices of the National Employment Service. In a number of cases, local office areas have been amalgamated and the names used include several other local office areas, as follows: Farnham-Granby includes Cowansville; Montreal includes Ste. Anne de Bellevue; Lac St. Jean includes Chicoutimi, Dolbeau, Jonquière, Port Alfred, Roberval and Alma; Gaspé includes Causapsal, Chandler, Matane and New Richmond; Quebec North Shore includes La Malbaie, Forestville, Sept Îles and Baie Comeau; Sherbrooke includes Magog; Trois Rivières includes Louiseville; Toronto includes Long Branch, Oakville, Weston and Newmarket; Sudbury includes Elliot Lake; Niagara Peninsula includes Welland, Niagara Falls, St. Catharines, Fort Erie and Port Colborne; Vancouver-New Westminster includes Mission City; Central Vancouver Island includes Courtenay, Duncan, Nanaimo and Port Alberni; and Okanagan Valley includes Kelowna, Penticton and Vernon.

The 110 labour market areas covered in this analysis include 90 to 95 per cent of all paid workers in Canada.

## Explanatory Notes to "Current Labour Statistics"

(a) These figures are the result of a monthly survey conducted by the Dominion Bureau of Statistics for the purpose of providing estimates of the employment characteristics of the civilian non-institutional population of working age. (About 30,000 households chosen by area sampling methods in approximately 110 different areas in Canada are visited each month). The civilian labour force is that portion of the civilian non-institutional population 14 years of age and over that had jobs or that did not have jobs and was seeking work during the survey week.

(b) Total application on file at NES offices exclude registrations from persons known to have a job while applying for another one. Means are also taken to exclude, as far as possible, persons who have secured work on their own since registration. Nevertheless, the figures inevitably include a number of persons who have found employment or who have left the labour force by the time the count is made. On the other hand, not all the persons who are looking for work register at employment offices.

# Current Labour Statistics

(Latest available statistics as of July 15, 1961)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a).....(000)	June 17	6,592	+ 0.8	+ 2.1
Employed.....(000)	June 17	6,222	+ 2.3	+ 1.4
Agriculture.....(000)	June 17	705	- 2.9	+ 3.4
Non-agriculture.....(000)	June 17	5,517	+ 2.9	+ 1.1
Paid workers.....(000)	June 17	5,034	+ 2.6	+ 0.8
At work 35 hours or more.....(000)	June 17	5,448	+ 3.1	+ 0.6
At work less than 35 hours.....(000)	June 17	618	- 6.9	+ 10.0
Employed but not at work.....(000)	June 17	156	+13.0	- 4.3
Unemployed.....(000)	June 17	370	-19.0	+ 17.5
Atlantic.....(000)	June 17	49	-33.8	+ 28.9
Quebec.....(000)	June 17	139	-15.8	+ 33.7
Ontario.....(000)	June 17	108	-13.6	+ 10.2
Prairie.....(000)	June 17	30	-33.3	0.0
Pacific.....(000)	June 17	44	- 8.3	- 2.2
Without work and seeking work.....(000)	June 17	354	-19.4	+ 18.0
On temporary layoff up to 30 days.....(000)	June 17	16	-11.1	+ 6.7
Industrial employment (1949=100).....	April	112.4	+ 1.2	- 2.1
Manufacturing employment (1949=100).....	April	105.4	+ 0.5	- 3.2
Immigration.....	1st Qtr. 1961	11,839	-	- 28.7
Destined to the labour force.....	1st Qtr. 1961	5,374	-	- 33.6
<i>Strikes and Lockouts</i>				
Strikes and lockouts.....	June	38	-24.0	- 11.6
No. of workers involved.....	June	13,823	+ 6.3	+ 89.1
Duration in man days.....	June	182,320	+62.8	+ 242.3
<i>Earnings and Income</i>				
Average weekly wages and salaries (ind. comp.).....	April	\$78.18	+ 0.7	+ 2.9
Average hourly earnings (mfg.).....	April	\$ 1.84	+ 0.5	+ 2.8
Average hours worked per week (mfg.).....	April	40.6	+ 0.7	+ 0.2
Average weekly wages (mfg.).....	April	\$74.52	+ 1.2	+ 3.0
Consumer price index (1949=100).....	June	129.0	0.0	+ 1.1
Index numbers of weekly wages in 1949 dollars (1949=100).....	April	138.4	+ 1.2	+ 1.7
Total labour income.....\$000,000	April	1,540	+ 2.0	+ 3.1
<i>Industrial Production</i>				
Total (average 1949=100).....	May	170.5	+ 2.6	+ 0.5
Manufacturing.....	May	161.7	+ 2.7	- 1.0
Durables.....	May	147.9	+ 4.6	- 3.8
Non-durables.....	May	154.9	+ 1.2	+ 1.4

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force* a monthly publication of the Dominion Bureau of Statistics. See also page 424 April issue.

# COLLECTIVE BARGAINING REVIEW

ECONOMICS AND RESEARCH BRANCH

One of the main areas of collective bargaining activity during June was the transportation industry, as major agreements with rail, truck and air carriers had terminated and renewal negotiations were in progress. In the railway industry bargaining centered on the renewal of collective agreements with conductors, engineers, firemen, baggagemen and others directly involved in the operation of trains. By the end of June, conciliation boards had been or were in the process of being established to assist with most of these negotiations.

In air transportation **Trans-Canada Air Lines** continued to bargain for the renewal of three major collective agreements with its pilots, stewardesses, pursers, and sales personnel. The negotiations that gained the most widespread attention were those with the **Canadian Air Line Flight Attendants' Association** where the issue of extra flying time credits for stewardesses and pursers working aboard jet and turbo-prop aircraft was prominent. The principle of jet speed allowances, originally proposed by the union, was recognized in a conciliation board's recommendations in a formula that would give flight attendants extra flying time credit for flights aboard DC-8 and Vanguard aircraft (see L.G. June 1961, page 535). The company, however, rejected the board's recommendations on the grounds that the formula would tie present and future wage rates to aircraft speeds. TCA's counter proposal for a straight salary increase with a differential for work aboard jets was turned down by an overwhelming majority of the union membership and, when further talks failed to bring about a compromise, the union set a strike date for midnight July 21. In an attempt to avert the threatened work stoppage a mediator was appointed and further negotiations were scheduled to take place before the strike deadline.

In the trucking industry negotiations started in June between the **Teamsters' union** and 10 Ontario car carriers who haul cars from auto plants in Windsor, Oakville and Oshawa. These carrier firms, members of the **Motor Transport Industrial Relations Bureau**, employ 750 workers who are represented by Local 880 of the Teamsters in Windsor. The union, in opening the talks, asked for wage increases ranging from 20 cents to 57 cents an hour depending on classification, as well as an increase in employer contributions to the welfare fund. According to press reports, the companies proposed that the new agreement include a clause that would authorize immediate dismissal, without recourse to grievance procedure, of any employee who participates in a strike during the term of the contract. Other company proposals included a change in the union security clause from maintenance of membership to the voluntary revocable check-off as well as changes in the seniority regulations. At the end of June the parties reportedly asked for the assistance of a conciliation officer to help resolve the areas of disagreement. Later in 1961, negotiations in the trucking industry will extend to another six major collective agreements covering 12,000 truck drivers, maintenance men and mechanics located mainly in Quebec, Ontario and British Columbia.

Major negotiations were started during June in the basic steel industry in eastern Canada. The **United Steelworkers of America** opened bargaining for new agreements with Algoma Steel in Sault Ste. Marie and the Steel Company of Canada plants in Hamilton and Montreal, to renew contracts that terminate



at the end of July. Details of the union proposals to **Algoma Steel** were not made public. However, a union policy conference held in Toronto earlier this year set higher wages and pensions as the major objectives for this year's negotiations.

New contract proposals presented by the Steelworkers' to the **Steel Company of Canada** in Hamilton reportedly asked for substantial wage increases; however, the main emphasis appeared to be placed on improved welfare and pension provisions. The union will also seek to establish parity in the wage rates paid at the ten Stelco plants in Ontario and Quebec. As in previous negotiations the union proposed the introduction of a supplementary unemployment benefit plan to help cushion the effects of layoffs in the industry. The union's proposed unemployment benefit plan would supplement unemployment insurance for 52 weeks and bring the employee's income up to 65 per cent of his weekly earnings.

The Steelworkers' proposals also included a number of provisions that would benefit retired employees. It was proposed that each employee receive on retirement a lump sum payment equivalent to 13 weeks' pay; a provision similar to this was agreed to by the United States steel industry in the 1960 negotiations. With regard to pensions, the union requested a reduction in the retirement age to 60, an increase in benefits, and the introduction of vesting rights after 10 years of service. Other union proposals were for company-paid group insurance and hospitalization plans to cover pensioned employees and their dependents.

The union demands included a number of other welfare proposals. One of these was a comprehensive medical plan for Stelco employees and their families as an initial step toward the union goal of a health centre offering complete medical and surgical care on a prepaid basis. Another was an increase in the weekly indemnity during sickness or accident to an equivalent of 65 per cent of base earnings payable for 26 weeks. The union also asked for three days' bereavement leave in the event of a death in the immediate family. It was further suggested that a bonus equal to 25 per cent of an employee's vacation period be given to those who take their holidays in the winter. The union contended that this bonus would induce senior employees to take their vacations during the winter months leaving the summer months for the younger men, many of whom have school-age children.

More than 40,000 workers were affected by settlements in the British Columbia fishing and logging industries during June. Four hours before sockeye fishing on the Nass and Skeena rivers was to open, the province's salmon fishermen voted to accept an offer from the coastal canning firms to renew the 1960 collective agreement for another year without any change in the prices to be paid for fish. The union negotiating committee, composed of representatives from the **United Fishermen and Allied Workers** and the **Native Brotherhood of British Columbia**, had recommended that the membership reject the offer made by the **Fisheries Association of British Columbia**. In the final vote 64 per cent voted in favour of the offer which included, however, a provision for increased company contributions to the union welfare fund.

Concurrent negotiations conducted by the same unions on behalf of shore workers and tendermen also resulted in a new one-year agreement with the **Fisheries Association of British Columbia**. In the new agreement, hourly-rated plant workers will get an extra two cents an hour, monthly-rated employees will get \$3.50 a month extra and refrigeration engineers will get a seven cents

an hour increase. Hourly-rated employees will also be given two more paid holidays a year. Tendermen received increases of \$7 to \$8 a month as well as an increase in the daily allowance for board from \$1.83 to \$2.25.

As reported in last month's **LABOUR GAZETTE**, 27,000 loggers and lumber workers in British Columbia were asked to vote on a proposed settlement reached by the **International Woodworkers of America** and the **Forest Industrial Relations Limited** representing more than 120 coastal operators. The proposed settlement, which featured an industry-wide health and welfare scheme but made no provision for a general wage increase, was accepted by 69 per cent of the union members who cast ballots. The major opposition came from the Vancouver local whose representatives urged the membership to reject the proposed one-year agreement and to hold out for the original demand of a 12½ cents an hour general wage increase. The new agreement was the third in the past seven years agreed to by the parties that provided for no general wage increases; the others were negotiated in 1954 and 1958.

A similar contract, proposed by 11 **pulp and paper plants** in British Columbia, was rejected by their 5,000 employees. The companies' offer proposed that current wage rates remain unchanged, but included an industry-wide health and welfare plan, an additional holiday each year and a two cents per hour differential for afternoon and night shifts as well as some job rate adjustments. The **International Brotherhood of Pulp, Sulphite and Paper Mill Workers** reported that 63 per cent of the workers rejected the offer, primarily because no general wage increase was included. Further negotiations were scheduled to be held during July.

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## Employment Situation in Local Areas

*(Continued from page 623)*

strongly late in the second quarter and steel fabricators commenced production on steelwork orders for bridges, and for towers for a coastal relay communications system.

Construction employment moved up seasonally but latest figures showed employment about 10 per cent below a year earlier. Heavy grain movements to China and Japan stimulated the demand for waterfront labour. Services employment moved up strongly both from the first quarter and from a year earlier, and mainly accounted for the year-to-year increase in total employment.

Unemployment went down seasonally from 13.2 per cent of the labour force in the first quarter to 8.5 per cent in the second quarter, although it was still slightly higher than in the corresponding quarter of 1960. In June, the 12 labour market areas of the region were classified as follows (last year's figures in brackets): in substantial surplus, 1 (2); in moderate surplus, 7 (5); in balance, 4 (5).

## Local Area Developments

**Kitimat** (minor): Group 1. A blockage in tunnels supplying hydro turbines at Kemano necessitated a shutdown of the power plant for repairs. Production of aluminum was discontinued at Kitimat on June 19 when the supply of power was shut off, affecting over 1,500 employees for a period expected to be of about two months' duration.



## Collective Bargaining Scene

Agreements covering 500 or more employees,  
excluding those in the construction industry

### Part I—Agreements Expiring During July, August and September (except those under negotiation in June)

Company and Location	Union
Atlantic Sugar Refineries, Saint John, N.B. ....	Bakery Wkrs. (CLC)
Automatic Electric, Brockville, Ont. ....	I.U.E. (AFL-CIO/CLC)
Campbell Chibougamau Mines, Chibougamau, Que. ....	Steelworkers (AFL-CIO/CLC)
Cluett Peabody, Kitchener & Stratford, Ont. ....	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Ste-Anne de Portneuf, Que. ....	Pulp & Paper Wkrs. Federation (CNTU)
Dominion Stores, Montreal & vicinity, Que. ....	Retail Clerks (AFL-CIO/CLC)
Dosco (Wabana Mines), Bell Island, Nfld. ....	Steelworkers (AFL-CIO/CLC)
DuPont of Canada, Maitland, Ont. ....	Chemical Wkrs. (AFL-CIO/CLC)
Maritime Tel. & Tel., company-wide ....	I.B.E.W. (AFL-CIO/CLC) (traffic empl.)
Motor Trans. Ind. Relations Bureau, Ont. ....	Teamsters (Ind.) (drivers)
Motor Trans. Ind. Relations Bureau, Ont. ....	Teamsters (Ind.) (mechanics)
Province of Saskatchewan ....	Sask. Civil Service (CLC) (classified services)
Provincial Transport, Que. ....	Railway, Transport & General Wkrs. (CLC)
Sask. Wheat Pool (Elevator Div.), Ont., Man., Sask. & B.C. ....	Sask. Wheat Pool Empl. (CLC)
Smith Transport, Montreal, Que. ....	Teamsters (Ind.)
Towboat Owners' Assn., B.C. ....	Merchant Service Guild (CLC)
Towboat Owners' Assn., B.C. ....	Seafarers (AFL-CIO)
Trucking Assn. of Que. ....	Teamsters (Ind.)
Winnipeg Transit Commission, Man. ....	Street Railway Empl. (AFL-CIO/CLC)

### Part II—Negotiations in Progress During June

#### Bargaining

Company and Location	Union
Algoma Ore Properties, Wawa, Ont. ....	Steelworkers (AFL-CIO/CLC)
Algoma Steel, Sault Ste. Marie, Ont. ....	Steelworkers (AFL-CIO/CLC)
Anglo-Nfld. Development, Grand Falls, Nfld. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Assn. des Marchands Détaillants (Produits Alimentaires), Quebec, Que. ....	Commerce Empl. Federation (CNTU)
Avro & Orenda Engines, Malton, Ont. ....	Machinists (AFL-CIO/CLC)
B.C. Electric, company-wide ....	I.B.E.W. (AFL-CIO/CLC)
Bowater's Nfld. Paper, Corner Brook, Nfld. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
C.B.C., company-wide ....	Radio & T.V. Empl. (ARTEC) (Ind.)
Cdn. International Paper, N.B., Que. & Ont. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & Oper. Engineers (AFL-CIO)
Clothing Mfrs. Assoc., Quebec, Farnham & Victoriaville, Que. ....	Clothing Wkrs. Federation (CNTU)
C.N.R., system-wide ....	Trainmen (AFL-CIO/CLC)
C.P.R., system-wide ....	Trainmen (AFL-CIO/CLC)
Consolidated Paper, Cap de la Madeleine & Three Rivers, Que. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Grand'Mere, Que. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Les Escoumins, Que. ....	Pulp & Paper Wkrs. Federation (CNTU)
Consolidated Paper, Port Alfred, Que. ....	Pulp & Paper Wkrs. Federation (CNTU)
Consolidated Paper, Shawinigan, Que. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Cyanamid of Canada, Niagara Falls, Ont. ....	U.E. (Ind.)
Distillers Corp., Ville LaSalle, Que. ....	Distillery Wkrs. (AFL-CIO/CLC)
Dominion Coal, Sydney, N.S. ....	Mine Wkrs. (Ind.)
Dom. Rubber (Footwear Div.), Kitchener, Ont. ....	Rubber Wkrs. (AFL-CIO/CLC)
Dom. Structural Steel, Montreal, Que. ....	Mine Wkrs. (Ind.)
Donahue Bros., Clermont, Que. ....	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Donnacona Paper, Donnacona, Que. ....	Pulp & Paper Wkrs. Federation (CNTU)
Dosco, Cdn. Bridge, Walkerville, Ont. ....	Steelworkers (AFL-CIO/CLC)
E.B. Eddy, Hull, Que. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Edmonton City, Alta. ....	I.B.E.W. (AFL-CIO/CLC)
Edmonton City, Alta. ....	Public Empl. (CLC) (clerical empl.)
Edmonton City, Alta. ....	Public Empl. (CLC) (outside wks.)
Fraser Cos., Cabano, Que. ....	Woodcutters, Farmers' Union (Ind.)
Fraser Cos., Edmundston, N.B. ....	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Gaspesia woods contractors, Chandler, Que. ....	Woodcutters, Farmers' Union (Ind.)

Company and Location	Union
Great Lakes Paper, Ft. William, Ont. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Halifax City, N.S. ....	Public Empl. (CLC) (inside wkrs.)
Hamilton Cotton & subsids., Hamilton, Dundas & Trenton, Ont. ....	Textile Wkrs. Union (AFL-CIO/CLC)
Hotel Dieu St. Vallier, Chicoutimi, Que. ....	Service Empl. Federation (CNTU)
Howard Smith Paper, Cornwall, Ont. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Kimberley-Clark Paper, Terrace Bay, Ont. ....	I.B.E.W. (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
K.V.P. Company, Espanola, Ont. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & I.B.E.W. (AFL-CIO/CLC)
Marathon Corp. of Can., Marathon, Ont. ....	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Montreal Transp. Commission, Que. ....	Railway, Transport & General Wkrs. (CLC)
Motor Trans. Ind. Relations Bureau (car carriers), Ont. ....	Teamsters (Ind.)
Okanagan Shippers' Assoc., Okanagan Valley, B.C. ....	CLC-chartered local
Old Sydney Collieries, Sydney Mines, N.S. ....	Mine Wkrs. (Ind.)
Provincial Paper, Thorold, Ont. ....	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Que. North Shore Paper, Baie Comeau, Que. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
R.C.A. Victor, Montreal, Que. ....	Empl. Assoc. (Ind.)
Sask. Power Corp., province-wide ....	Oil Wkrs. (AFL-CIO/CLC)
Shell Oil, Montreal East, Que. ....	Empl. Council (Ind.)
Spruce Falls & Kimberley-Clark, Kapuskasing, Ont. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Ste. Anne Power, Beaufre, Que. ....	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Stelco (Canada Works), Hamilton, Ont. ....	Steelworkers (AFL-CIO/CLC)
Stelco (Hamilton Works), Hamilton, Ont. ....	Steelworkers (AFL-CIO/CLC)
Stelco, Montreal, Que. ....	Steelworkers (AFL-CIO/CLC)
T.C.A., company-wide ....	Air Line Pilots (Ind.)
T.C.A., company-wide ....	Sales Empl. (Ind.)

#### Cconciliation Officer

Abitibi Paper, Iroquois Falls, Ont. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Abitibi Paper, Sault Ste. Marie, Ont. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Assn. Patronale du Commerce, (Hardware), Quebec, Que. ....	Commerce Empl. Federation (CNTU)
Assn. Patronale des Services Hospitaliers, Quebec, Que. ....	Services Federation (CNTU) (female)
Assn. Patronale des Services Hospitaliers, Quebec, Que. ....	Services Federation (CNTU) (male)
Calgary City, Alta. ....	Public Empl. (CLC) (clerical empl.)
Canada Cement, N.B., Que., Ont., Man., & Alta. ....	Cement Wkrs. (AFL-CIO/CLC)
C.N.R., system-wide ....	Locomotive Firemen & Enginemen (AFL-CIO/CLC)
C.P.R., system-wide ....	Locomotive Firemen & Enginemen (AFL-CIO/CLC)
C.P.R., system-wide ....	Trainmen (AFL-CIO/CLC) (dining car staff)
Dryden Paper, Dryden, Ont. ....	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Dupuis Freres, Montreal, Que. ....	Commerce Empl. Federation (CNTU)
East. Can. Newsprint Grp., Que. & N.S. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Food stores (various), Winnipeg, Man. ....	Retail Clerks (AFL-CIO/CLC)
Hamilton General Hospitals, Hamilton, Ont. ....	Public Empl. (CLC)
Noranda Mines, Noranda, Que. ....	Steelworkers (AFL-CIO/CLC)
Ontario Paper, Thorold, Ont. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Polymer Corporation, Sarnia, Ont. ....	Oil Wkrs. (AFL-CIO/CLC)
Saguenay Terminals, Port Alfred, Que. ....	Metal Trades' Federation (CNTU)
Various pulp & paper mills, B.C. ....	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Westeel Products, western provinces ....	Steelworkers (AFL-CIO/CLC)
Winnipeg City, Man. ....	Public Service Empl. (CLC)

#### Cconciliation Board

Assn. Patronale des Mfrs. de Chaussures, Quebec, Que. ....	Leather & Shoe Wkrs. Federation (CNTU)
B.A. Oil, Clarkson, Ont. ....	Oil Wkrs. (AFL-CIO/CLC)
Canadian Car, Fort William, Ont. ....	Auto Wkrs. (AFL-CIO/CLC)
Cdn. Car & Foundry, Montreal, Que. ....	Railway Carmen (AFL-CIO/CLC)
Cdn. Westinghouse, Hamilton, Ont. ....	U.E. (Ind.)
C.N.R., system-wide ....	Locomotive Engineers (Ind.)
C.P.R., system-wide ....	Locomotive Engineers (Ind.)



Company and Location	Union
Dominion Glass, Wallaceburg, Ont. ....	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
Dom. Oilcloth & Linoleum, Montreal, Que. ....	CNTU-chartered local
Dom. Rubber (Rubber Div.), St. Jerome, Que. ....	Rubber Wkrs. (AFL-CIO/CLC)
Hollinger Mines, Timmins, Ont. ....	Steelworkers (AFL-CIO/CLC)
McIntyre Porcupine Mines, Schumaker, Ont. ....	Steelworkers (AFL-CIO/CLC)
Miner Rubber, Granby, Que. ....	Rubber Wkrs. (AFL-CIO/CLC)
Ontario Hydro, company-wide .....	Public Service Empl. (CLC)
Price Bros., Kenogami & Riverbend, Que. ....	Pulp & Paper Wkrs. Federation (CNTU)
Sangamo Company, Leaside, Ont. ....	Machinists (AFL-CIO/CLC)
Scarborough Township, Ont. ....	Public Empl. (CLC) (outside wkrs.)
Shipping Federation of Can., Montreal, Que. ....	I.L.A. (CLC)
Toronto General Hospital, Toronto, Ont. ....	Building Services Empl. (AFL-CIO/CLC)
Union composing rooms, Toronto, Ont. ....	Typographical Union (AFL-CIO/CLC)

#### Post-Conciliation Bargaining

B.C. Hotels Assn., New Westminster, Burnaby, Fraser Valley, B.C. ....	Hotel Empl. (AFL-CIO/CLC)
B.C. Hotels Assn., Vancouver, B.C. ....	Hotel Empl. (AFL-CIO/CLC) (beverage dispensers)
Canada Paper, Windsor Mills, Que. ....	Pulp & Paper Wkrs. Federation (CNTU)
T.C.A., company-wide .....	Air Line Flight Attendants (CLC)

#### Arbitration

(No cases during June)

#### Work Stoppage

Hotel Royal York (CPR), Toronto, Ont. ....	Hotel Empl. (AFL-CIO/CLC)
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### Part III—Settlements Reached During June 1961

(A summary of major terms on the basis of information immediately available. Figures for the number of employees covered are approximate.)

BLDG. MAINTENANCE COMPANIES, VANCOUVER, B.C.—BLDG. SERVICE EMPL. (AFL-CIO/CLC): current agreement covering 500 empl. extended for 1 yr. without change.

CALGARY CITY, ALTA.—PUBLIC EMPL. (CLC) (OUTSIDE WKRS.): 2-yr. agreement covering 1,000 empl.—wage rates during 1961 to remain unchanged; a general increase of 5¢ an hr. eff. Jan. 1, 1962; eff. Jan. 1, 1961 longevity pay of \$5 a mo. for empl. with 10 yrs. of continuous service, and \$10 a mo. for empl. with 15 yrs. of service.

CDN. GENERAL ELECTRIC, COBOURG, OAKVILLE, PETERBOROUGH, TORONTO, ONT.—I.U.E. (AFL-CIO/CLC) (PLANT & SALARIED EMPL.): 3-yr. agreement covering 1,000 empl.—5¢-an-hr. increase eff. Feb. 6, 1962 plus an additional 5¢ an hr. eff. Feb. 6, 1963; 10% cost-of-living bonus incorporated into the wage scale, and a new basis for calculation of cost-of-living bonus established; 4 wks. annual paid vacation after 25 yrs. of continuous service (formerly no provision for 4 wks. vacation); premium for night shift increased by 1¢ an hr.; improvements in medical plan.

CDN. GENERAL ELECTRIC, QUEBEC CITY & MONTREAL, QUE.—I.U.E. (AFL-CIO/CLC): 3-yr. agreement covering 1,200 empl.—general increase of 5¢ an hr. eff. Jan. 1, 1962; an additional increase of 5¢ an hr. eff. Jan. 1, 1963; 10% cost-of-living bonus incorporated into the wage scale; 1¢-an-hr. increase in shift premiums; 4 wks. annual paid vacation after 25 yrs. of continuous service (previously no provision for 4 wks. vacation).

CDN. LITHOGRAPHERS ASSN., EASTERN CANADA—LITHOGRAPHERS (CLC): 2-yr. agreement covering 1,000 empl.—general increase of 3% retroactive to Jan. 1, 1961; an additional 3% increase eff. Sept. 1, 1961 and a further 3% on May 1, 1962; 3 wks. annual paid vacation after 5 yrs. of continuous service (previously 3 wks. after 10 yrs.).

CDN. VICKERS (ENGINEERING DIV.), MONTREAL, QUE.—BOILERMAKERS (AFL-CIO/CLC) MACHINISTS (AFL-CIO/CLC) & OTHERS: 3-yr. agreement covering 500 empl.—a general increase of 8¢ an hr. eff. May 6, 1961; an additional 7¢ an hr. eff. Nov. 5, 1962; retroactive pay for each empl. prorated on the basis of time worked between March 6, 1961, when the agreement terminated, and May 5, 1961 to a max. of \$30; eff. Jan. 1963 work week to be reduced from 41½ hrs. to 40 hrs. with the same take-home pay.

COURTAULDS CANADA, CORNWALL, ONT.—TEXTILE WKRS. UNION (AFL-CIO/CLC): 1-yr. agreement covering 1,250 empl.—no provision for wage increase; improvements in pension plan.

DAVIE SHIPBUILDING, LAUZON, QUE.—METAL TRADES' FEDERATION (CNTU): 3-yr. agreement covering 1,200 empl.—5¢-an-hr. increase retroactive to Jan. 1, 1961; an additional 6¢ an hr. eff. July 1, 1961 to compensate for a reduction in work week 41½ hrs. to 40 hrs.; three further increases each of 5¢ an hr. eff. on Jan. 1, 1962, July 1, 1962, and Jan. 1, 1963, plus another increase of 4¢ an hr. eff. July 1, 1963; 3 wks. vacation after 10 yrs. of continuous service (previously 3 wks. after 15 yrs.).

DOMINION BRIDGE, VANCOUVER, B.C.—STRUCTURAL IRON WKRS. (AFL-CIO/CLC): 1-yr. agreement covering 500 empl.—a general increase of 5¢ an hr.; 4 wks. vacation after 25 yrs. of service (no previous provisions for 4 wks. vacation); improvements in the welfare plan.

EMPLOYING PRINTERS' ASSN., MONTREAL, QUE.—PRINTING PRESSMEN (AFL-CIO/CLC): 2-yr. agreement covering 600 empl.—a general increase of 10¢ an hr. retroactive to March 1, 1961; a further increase of 10¢ an hr. eff. May 1, 1962; 3 wks. vacation after 15 yrs. continuous service eff. in 1961 (previously 3 wks. vacation after 18 yrs.); eff. in 1962, 3 wks. vacation will be extended to all empl. having 10 yrs. continuous service; statutory holidays falling on Sunday to be taken on the following day.

FISHERIES ASSN. & COLD STORAGE COS., B.C.—UNITED FISHERMEN (IND.) & NATIVE BROTHERHOOD (IND.) (SHORE WKRS.): 1-yr. agreement covering 4,900 empl.—a general increase of 2¢ an hr. for hourly-paid wkrs. and \$3.50 a mo. for monthly-rated empl.; hourly-paid wkrs. to receive two additional paid holidays.

FISHERIES ASSN., B.C.—UNITED FISHERMEN (IND.) (TENDERMEN): 1-yr. agreement covering 600 empl.—increases ranging from \$7 to \$8 a mo.; allowance to empl. for board increased from \$1.83 to \$2.25 a day.

FISHERIES ASSN., B.C.—UNITED FISHERMEN (IND.) (SALMON FISHERMEN): 1-yr. agreement covering 5,000 empl.—wage rates are to remain unchanged; increase in the companies' contribution to welfare fund by 2¢ per case (previously companies' contributions were 3¢ or 5¢ per case depending on size of catch).

FISHERIES ASSN., B.C.—NATIVE BROTHERHOOD (IND.) (SALMON FISHERMEN): 1-yr. agreement covering 1,200 empl.—wage rates are to remain unchanged; increase in the companies' contribution to welfare fund by 2¢ per case (previously companies' contributions were 3¢ or 5¢ per case depending on size of catch).

FOREST INDUSTRIAL RELATIONS, B.C. COAST—WOODWORKERS (AFL-CIO/CLC): 1-yr. agreement covering 27,000 empl.—no general wage increase provided in the new agreement, but engineers & firemen to receive increases ranging from 4½¢ to 10¢ an hr.; 2 additional paid holidays for empl. in logging operations; 1 additional paid holiday for empl. in the sawmills; industry-wide portable health & welfare plan providing for \$5,000 life insurance, \$5,000 accident insurance, and \$35 weekly sick pay up to a maximum of 26 wks.; plan to be administered jointly by union and management.

GOODRICH CANADA, KITCHENER, ONT.—RUBBER WKRS. (AFL-CIO/CLC): 1-yr. agreement covering 800 empl.—6¢-an-hr. increase for day wkrs.; 5½¢-an-hr. increase for incentive wkrs.; 4 wks. annual paid vacation after 22 yrs. of continuous service (previously 4 wks. after 25 yrs.); improvements in health & welfare plans.

GOODYEAR COTTON, ST. HYACINTHE, QUE.—TEXTILE FEDERATION (CNTU): 2-yr. agreement covering 700 empl.—5¢-an-hr. increase retroactive to Oct. 6, 1960; an additional 3¢ an hr. eff. June 5, 1961; 2 wks. annual vacation after 3 yrs. of continuous service (previously 2 wks. after 5 yrs.); 3 wks. annual vacation after 10 yrs. of service (formerly 3 wks. after 15 yrs.); 1 additional paid holiday for a total of 9 annually; eff. Oct. 1, 1961 the company will pay the entire cost of the pension plan and the amount contributed by empl. to date will be refunded; company to contribute \$1.55 per mo. for married empl. and 70¢ per mo. for single empl. toward the cost of health insurance plan.

HAMILTON CITY, ONT.—PUBLIC SERVICE EMPL. (CLC) (OUTSIDE WKRS.): 2-yr. agreement covering 575 empl.—general increase of 3% for term of the agreement; some adjustments to be made in certain classifications.

H. J. HEINZ, LEAMINGTON, ONT.—PACKINGHOUSE WKRS. (AFL-CIO/CLC): 2-yr. agreement covering 800 empl.—general increase of 6¢ an hr. retroactive to Feb. 1, 1961 plus an additional general increase of 5¢ an hr. eff. Feb. 1, 1962; 3 wks. annual paid vacation after 12 yrs. of continuous service eff. Jan. 1962 (previously 3 wks. after 15 yrs.); eff. Feb. 1, 1962 Blue Cross Supplemental Plan to be introduced, company to pay 100% of the cost of this plan; weekly sick pay increased by \$2.50, new rates to be \$35 per wk. for female empl. and \$40 per wk. for male empl.

HOPITAL HOTEL-DIEU, MONTREAL, QUE.—SERVICE EMPL. FEDERATION (CNTU): 1-yr. agreement covering 800 empl.—\$2 a wk. retroactive pay from June 1 to Dec. 31, 1960; increases ranging from \$5 to \$18 a wk. retroactive to Jan. 1, 1961; current work week of 44 hrs. to be reduced to 40 hrs. for non-professional empl. and 35 hrs. for office wkrs. with same take-home pay eff. Sept. 3, 1961; 4 wks. vacation after 20 yrs. of service (formerly no provision for 4 wks. vacation).

MACDONALD TOBACCO, MONTREAL, QUE.—TOBACCO WKRS. (AFL-CIO/CLC): 2-yr. agreement covering 1,500 empl.—9¢-an-hr. increase retroactive to May 1, 1961 plus an additional 9¢ an hr. eff. May 1, 1962; 3 wks. annual paid vacation after 12 yrs. of continuous service (formerly 3 wks. vacation after 15 yrs.).

R.C.A. VICTOR, MONTREAL, QUE.—I.U.E. (AFL-CIO/CLC): 3-yr. agreement covering 650 empl.—5¢-an-hr. increase retroactive to March 31, 1961; an additional 4¢ an hr. March 30, 1962 and a further 3¢-an-hr. increase eff. March 29, 1963; improvements in the medical plan.

ST. BONIFACE GENERAL HOSPITAL, ST. BONIFACE, MAN.—EMPL. UNION OF HOSPITAL INST. (IND.): 2-yr. agreement covering 750 empl.—a general increase of 3% for male empl. and 4% for female empl. eff. April 17, 1961; plus a further increase of 3% for all empl. eff. April 17, 1962.

ST. LAWRENCE CORP., RED ROCK, ONT.—PAPER MAKERS (AFL-CIO/CLC), PULP & PAPER MILL WKRS. (AFL-CIO/CLC) & OTHERS: 1-yr. agreement covering 500 empl.—5¢-an-hr. increase retroactive to June 1, 1960 plus an additional 5¢ an hr. eff. June 1, 1961.

SCOTT CLOTHING, LONGUEUIL, QUE.—EMPL. ASSN. (IND.): 1-yr. agreement covering 550 empl.—5¢-an-hr. increase eff. July 2, 1961; paid holidays falling on Saturdays or Sundays to be taken the following Monday.

TAMPER LIMITED, LACHINE, QUE.—I.U.E. (AFL-CIO/CLC): 3-yr. agreement covering 500 empl.—increase of 4¢ an hr. retroactive to May 1, 1961, plus ½¢-an-hr. increase in differentials between job grades; an additional 2¢-an-hr. increase eff. May 1, 1962 with ½¢-an-hr. increase in differential between grades and a final increase of 2¢ an hr. eff. May 1, 1963 with another ½¢-an-hr. increase in the differential between grades; empl. with red circle rates will not obtain the ½¢ increments until their grades match their actual pay rates.

VANCOUVER GENERAL HOSPITAL, VANCOUVER, B.C.—PUBLIC EMPL. (CLC): 18-mo. agreement covering 1,675 empl.—general increase of 2% eff. June 26, 1961, and on Jan. 6, 1962 a further 3% increase calculated on rates in effect prior to June 26, 1961; 4 wks. vacation after 15 yrs. of service (formerly no provision for 4 wks. vacation).

WHITE SPOT RESTAURANTS, VANCOUVER, B.C.—EMPL. UNION (IND.): 1-yr. agreement covering 625 empl.—wage rates remain unchanged; double time instead of time and one-half for work on statutory holidays.



## NOTES OF CURRENT INTEREST

### 1961 Labour Department-University Research Grants Announced

Grants in support of studies in the general field of labour-management relations have been announced by the Department of Labour, following the report of its University Research Committee. This year is the tenth that grants for such studies have been made available.

Subjects were chosen by the staff or the graduate students at the four universities which received the grants. They are:

—A study of labour law in Denmark and a comparison of it with Canadian labour law, by H. W. Arthurs, Osgoode Hall Law School, Toronto.

—A study of the labour aspects of human re-organization within a firm under technological change, by S. T. Bogusheski, McGill University.

—A study of the extension of agreements in the Quebec building trades, by G. Hebert, McGill University.

—A study of the centralization of the personnel function in industry, by J. Lucier, McGill University.

—A study of the changes in the occupational wage structure of Canadian industry and the implications for labour-management relations, by G. Marion, University of Montreal.

—A study on the problem of employers contracting for outside services formerly performed by its regular employees under terms of its collective agreements, by F. J. L. Young, Queen's University.

### Slight Decrease in Number of Immigrants to Canada in 1960

Immigration to Canada in 1960 totalled 104,111. This represents a slight decrease in comparison with the 1959 figure of 106,928. More than two million immigrants entered the country since 1946.

Approximately 51.5 per cent of the 1960 immigrants intended to enter the labour market. The remaining 48.5 per cent were wives, children, other dependents and retired persons.

Of the 53,573 prospective immigrant workers, manufacturing and mechanical workers formed the largest group with 17.6 per cent; service occupations represented 16.4 per cent; general labourers, the great majority of whom was sponsored by Cana-

dian residents (mainly close relatives), were 14.0 per cent.

A somewhat higher percentage of immigrant labour force was classed as professional and managerial than in 1959; they numbered 8,261, or 15.4 per cent.

Farm workers represented 9.9 per cent of the immigrants entering the labour market, construction workers, 7.7 per cent. The remaining 19.0 per cent were clerical, commercial, and transportation workers.

The total number of immigrants consisted of 51,018 men and 53,093 women, although there were more single males than single females among them.

Ontario absorbed the largest part of immigrants, totalling 52.3 per cent. Quebec received 22.8 per cent; the Prairie Provinces, 12.9 per cent; British Columbia, 9.8 per cent; and the Atlantic Provinces, 2.2 per cent.

The number of newcomers from the United States remained practically unchanged at 11,247 in comparison with 11,338 in 1959.

### Number of Immigrants Drops In First Quarter of 1961

During the first quarter of 1961, the number of immigrants to Canada was smaller than in a comparable period a year ago, the Department of Citizenship and Immigration announced in its *Quarterly Immigration Bulletin*.

Of the 11,839 immigrants admitted in the first three months of this year, 5,374 persons were expected to enter the labour force, the remainder consisted of wives, children, other dependents, and students. The prospective labour force accounted for 8,087 out of 16,599 immigrants the previous year.

Occupational group analysis indicates that, in comparison with the 1960 figures, manufacturing, mechanical and construction occupations dropped this year to the second place numerically with 1,059 prospective workers, while the proportion of service occupations gained a lead with 1,107 persons. The professional group remained numerically very high with 973 members, while clerical occupations accounted for 610 and managerial occupations for 181 immigrants.

The sharply reduced number of labourers, 698 in comparison with the 1,586 who

arrived during the first trimester in 1960, reflects a policy discouraging immigration among occupational groups severely affected by unemployment. There were 408 persons planning to engage in agriculture, half the number in that classification the previous year. Commerce registered 189 immigrants and the remainder was distributed in smaller groups among transport, communications, finance, mining, and other occupations.

A little more than half the immigrants, numbering 6,504, went to Ontario. Quebec followed with 2,563 and British Columbia with 1,229; Manitoba received 305, Saskatchewan 167, and Alberta 720.

Distribution by country of last permanent residence indicates that the group arrived from the United Kingdom, numbering 1,514, was surpassed by the 2,714-member group from Italy. There were 2,023 immigrants from the United States.

As in 1960, when females outnumbered males 8,501 to 8,098, the first quarter of the year marked a considerably larger female immigration; there were 5,125 men and 6,714 women.

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## Unique Collective Agreement Cuts Housing Costs

Under a unique collective agreement, contractors working on a \$20,000,000 middle-income housing project in Pittsburgh, Pa., have been given a completely free hand regarding labour-saving methods and materials. Thus, wage rates are established at 10 per cent under those prevailing for commercial work, travel pay is waived, hiring procedures are freed from certain restrictions, jurisdictional strikes are forbidden, and premium pay provisions are eased.

This agreement has been accepted by the Pittsburgh Building and Construction Trades Council, dealing with Cantranel, Inc., the builder of East Hills, a community of 1,400 dwellings on the outskirts of Pittsburgh. The project is sponsored by ACTION-Housing Inc., an organization that was formed for the purpose of promoting home-building programs for middle-income families, and is financed by contributions from the Aluminum Co. of America, United States Steel Corporation, Westinghouse Electric Corporation, and 27 other large companies that have an interest in supplying housing materials or utility services.

The contract is the result of an effort by the construction unions to recapture the place in the home-building field that they lost in the late 1940's, when their last agreements were written off.

The vital provision of the agreement gives the builder and his sub-contractors "the

sole right to manage their respective businesses, including the right to decide the machines, tools, and equipment to be used at East Hills, as well as construction methods, assembly processes, and the right to use factory fabricated units."

Roland S. Catrinella, President of Cantranel, estimates that the aggregate savings that will result from the agreement will enable him to sell for \$14,000 a house that would otherwise cost the purchaser \$18,000.

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## Booklet Tells How Handicapped Women Can Help Themselves

"Satisfying employment is recognized as the goal of vocational rehabilitation... For the handicapped housewife 'employment' means being able to look after herself and to carry out her household duties effectively; for other women and for men it means working for pay," says a bulletin just published by the Women's Bureau of the Department of Labour, entitled *A Niche of Usefulness*.

The new publication tells "How handicapped women may learn to help themselves with the aid of vocational rehabilitation services in Canada." It gives a historical sketch of the development of rehabilitation services in Canada, describes the rehabilitation programs that are being operated by the provincial governments, by voluntary organizations, and by the federal Government. It also contains chapters on "Finding Jobs for the Handicapped" and "Careers for Women in Rehabilitation."

The booklet gives the titles and addresses of provincial rehabilitation officers and workmen's compensation board officers, the names and addresses of national voluntary organizations concerned with rehabilitation, addresses of district offices of the Department of Veterans Affairs, and a list of associations of professional workers in the rehabilitation field.

Copies of the bulletin may be obtained from the Queen's Printer, price 25 cents.

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## Latin American Labour Leader Visits Ottawa

Jose Gonzales Navarro, President of the Venezuelan Confederation of Labour which has a membership of 1,200,000 industrial workers and farmers, visited Ottawa last month to confer with Canadian labour leaders and Government officials.

Mr. Navarro met with the Minister of Labour Michael Starr and the Deputy Minister of Labour George V. Haythorne, and had talks with the CLC President Claude Jodoin and other CLC officers.





The federal Minister of Labour of Nigeria, the Hon. Joseph M. Johnson, visited Ottawa in June where he met with the Prime Minister and other members of the Cabinet. Mr. Johnson discussed with the Minister of Labour, the Hon. Michael Starr (right) and the Deputy Minister of Labour, Mr. George V. Haythorne, industrial relations problems and research programs in the labour field.

Although acting independently of his government, Mr. Navarro said he had its full approval in his efforts to gain Canadian support for his platform of alliance of all democratic leaders in this hemisphere. The platform consists of proposals for land reform, industrialization of every Latin American country, common action against unemployment and against the high cost of living, and strengthening of democratic systems in the hemisphere.

## Michael Rygus Elected Canadian Vice-President of Machinists

Michael Rygus, international representative from Toronto, has been elected General Vice-President for Canada of the International Association of Machinists (CLC).

Mr. Rygus was chosen by a referendum vote of the union's 900,000 members to succeed George P. Schollie of Montreal who has retired last month (L.G., Feb., p. 111).

## W. Cocks, Saskatchewan Labour Leader Dies

William Cocks, one of the originators of the Regina Labour Council, the managing director of the Regina Labour Temple Company and a prominent Saskatchewan labour leader, died last month at the age of 84 years.

Born in London, Eng., Mr. Cocks apprenticed as a painter and after his arrival in Canada organized unions among the painters, carpenters and bricklayers.

In 1907, he helped to organize the Regina Labour Council to act as the trade unions' legislative mouthpiece in Regina. He became the Council's first secretary and later served for two years as its president.

Mr. Cocks participated in the formation of the Regina Labour Temple Company in 1912, and held many offices in the Company before he became its managing director in 1946, a position he held until his death.

# HOUSE OF COMMONS DEBATES

## A Guide to Items of Labour Interest in Hansard

(page numbers refer to Hansard)

**May 27**—*Hours of work and rates of pay* for cooks, stewards and crew members of ships of the Department of Mines and Technical Surveys serving on the East and West Coasts given by the Minister in answer to a question. Cooks and stewards on the East Coast work a 48-hour week and all other crew members work a 40-hour week; while on the West Coast all crew members, including cooks and stewards, work a 40-hour week, the Minister says (p. 5497).

**May 29**—*A statement on Commonwealth Technical Training Week* made by the Prime Minister, in which he outlines five broad objectives of the week and the preparations made for it by the federal and provincial governments (p. 5499).

**May 30**—*Continuation of the subvention* of \$1 per ton on coal mined in Cape Breton for the period June 1, 1961, to August 1, 1962, to a maximum of \$300,000 a year, the cost to be shared by the federal and the Nova Scotia Governments in the ratio of 80 to 20, announced by the Minister of Mines and Technical Surveys. Parliament will also be asked, he says, to provide an amount of \$1,500,000 for approved projects that will give alternative employment in Cape Breton for miners who are laid off in spite of the subsidy (p. 5567).

*A committee of employees* is meeting the management of the CNR to discuss the situation regarding the curtailment of repairs to heavy passenger car equipment at Moncton, in an attempt to find some way of alleviating the effect of consequent layoffs, the Minister of Transport says in reply to a question (p. 5574).

*Bill C-93*, to amend the Freight Rates Reduction Act considered by the House in committee (p. 5627). After short debate, the bill is reported, read the third time and passed (p. 5630).

*The ratio of active physicians to population* in Canada at September 1, 1960 averaged one physician to 909 persons, which is one of the most favourable physician-population ratios in the world, the Minister of Health and Welfare says in reply to a question about shortages of doctors, dentists, graduate social workers and graduate nurses in Canada (p. 5635). The ratio of dentists to population is about one to 3,000, and the ratio of registered nurses to population was estimated in 1958 at one per 275. There is an acute shortage of social workers, the Minister acknowledges.

*Percentage of civil servants* who in 1960 were paid less than \$4,000 a year was 49.3, and the percentage of those paid between \$4,000 and \$5,999 was 38.8, the Secretary of State says in reply to a question. The actual numbers in each group and the numbers and percentages in other salary groups are also given (p. 5636).

*Hours of work and rates of pay* for cooks, stewards and crew members of ships of the Department of Fisheries serving on the East and West Coasts are given by the Minister of Fisheries. The hours are the same as those given on May 27 by the Minister of Mines and Technical Surveys for ships of his department (p. 5636).

**May 31**—*Applications for designation as surplus manpower areas* or localities under the special capital cost allowances program have been received from 36 areas or localities, and at May 24 four areas and one locality have been declared eligible under the program, the Parliamentary Secretary to the Minister of Labour says in reply to a question. The four areas are: Cornwall, Windsor and Elliot Lake, Ont.; and New Glasgow, N.S. The one locality is Grand Falls-St. Leonard, N.B. (p. 5637).

*Financial contributions* to help municipalities under the federal municipal winter works incentive program have been made by seven provinces; British Columbia, Alberta, Saskatchewan, Manitoba, Ontario, Quebec, and Prince Edward Island, the Parliamentary Secretary to the Minister of Labour tells a questioner. Quebec paid 40 per cent of direct payroll costs, the other provinces 25 per cent, with some modification in the case of Manitoba (p. 5637).

*To cover about half the cost* of carrying out urban renewal studies, at the request of the city of Montreal, a grant of \$15,000 in 1959 and two grants of \$63,750 and \$37,500 respectively in 1960 were approved by the federal Government, the Minister of Public Works says in reply to a question (p. 5638).

*Number of active claimants* for unemployment insurance benefits on March 31, 1961 (corresponding 1960 figures in brackets) was 837,961 (823,005) and number of unplaced applicants registered for employment in NES offices on the same date was 864,016 (834,990), the Parliamentary Secretary to the Minister of Labour says in reply to a question. On April 30 the figures were 713,147 (714,894) and 767,791 (756,432) respectively (p. 5639).



**June 1**—*Royal assent* given to an act respecting the vocational rehabilitation of disabled persons and the co-ordination of rehabilitation services (p. 5725).

**June 2**—*Total commitments* for the first two years of India's third five-year plan, undertaken by a consortium of countries and international agencies concerned with financing the foreign exchange requirements of the plan, is \$2,225,000,000, of which Canada's commitment amounts to \$56,000,000, the Prime Minister states. The Canadian figure is at the rate of \$28,000,000 for each of the two years, and this includes \$18,000,000 each year of aid made available under the Colombo Plan and \$10,000,000 in each year that the Government has undertaken to allocate in the form of export credits, Mr. Diefenbaker says (p. 5761).

**June 5**—*No resolution has yet been received* from the Canadian Federation of Mayors and Municipalities regarding the municipal winter works incentive program, the Minister of Labour says in reply to a question, but he indicates that an announcement will be made on the question when a decision has been reached by the Government (p. 5848).

*"There are not enough securities in the [Unemployment Insurance] Fund now to warrant the Minister of Finance making loans which would put the Fund into a condition of security and giving the necessary confidence to those who have contractual rights under the Unemployment Insurance Act."* Hon. Paul Martin says during a debate on a motion for interim supply proposed by the Minister of Finance (p. 5856).

*Hours of work and rates of pay* for cooks and stewards and crew members serving on vessels of the Department of Transport on the East and West Coasts are given by the Minister of Transport in reply to a question. The hours worked are the same as those worked on ships of the Department of Mines and Technical Surveys, given by the Minister of that department on May 27 (p. 5918).

**June 7**—*Value of securities* held in the Unemployment Insurance Fund was \$63,713,500 at par, and \$54,776,325 at market value on May 31; and the value of securities pledged for loans to the Fund was \$181,089,000 at par, and \$147,018,817.50 at market value, on the same date, the Minister of Finance tells a questioner (p. 5968). The total amount of these loans for which securities are pledged is \$140,500,000, and contributions by the federal Government to the Fund during this fiscal year total \$8,059,584.96.

**June 8**—*Licence to export grain unloading equipment* already on order for installation on ships delivering grain from Canadian ports under charter to Communist China will now be issued to United States corporations as an exceptional measure, if they apply, the United States Treasury Department has decided, the Prime Minister says (p. 6016).

**June 9**—*Five municipalities in Ontario* have initiated programs for training unemployed persons under Schedule "M" of Bill C-49, the Minister of Labour informs a questioner. The municipalities are: Brantford, Cornwall, Toronto, St. Catharines and Windsor. Since April 1, 1960, the number of unemployed who have completed such courses is 103, the Minister says (p. 6129).

**June 13**—*St. Lawrence River pilots* are given remarkably good treatment by the Department of Transport and there are few Canadian corporations whose employees are so highly paid proportionately to their work, the Minister of Transport says during the debate on the third reading of Bill C-98, to amend the Canada Shipping Act. He also says that "not a single Canadian pilot will lose a cent because American vessels benefit from an exemption" from compulsory pilotage in a section of the St. Lawrence River, and that in the Great Lakes and St. Lawrence River "the pilots' situation is better now than it has ever been" (p. 6253).

**June 14**—*Statement on the resignation of Governor James Coyne* of the Bank of Canada, made by the Minister of Finance. The Government's main reason for this request, the Minister says, was that "Mr. Coyne's continuation in office as Governor of the Bank of Canada, would stand in the way of the implementation of a comprehensive, sound and responsible economic program designed to raise the levels of employment and production in Canada" (p. 6313).

*The CNR's pension regulations* provide that the pension board need not regard as a break in service a suspension or discharge subsequent to December 31, 1951, if followed by reinstatement or re-employment within two years, the Acting Minister of Transport says in reply to a question. Before January 1, 1952, the period within which reinstatement was necessary to prevent a break in service was one year (p. 6321).

*Arrangements made by the CBC* for special broadcasts on radio and television announcing and marking Commonwealth Technical Training Week, described in

detail by the Parliamentary Secretary to the Minister of National Revenue in answer to a question (p. 6323).

*Securities held in the Unemployment Insurance Fund* that show a depreciation in market value of more than 14 per cent total \$11,057,000, and those pledged for loans by the Fund that show a depreciation of more than 18 per cent total \$109,705,000 in value, the Minister of Finance says in answer to a question (p. 6324).

*The unspent portion* of the \$140,500,000 borrowed by the Unemployment Insurance Commission was \$4,210,078.83 on May 31, 1961, the Minister of Finance tells a questioner (p. 6325).

*The creation of the National Productivity Council* and its activities "have had a stimulating effect on employment," and are increasing "general awareness in Canada of the need for greater efficiency in the competitive performance of our economy," the Parliamentary Secretary to the Minister of Labour says in reply to a question (p. 6325).

*Motion to adjourn the House* for the purpose of discussing a matter of urgent public importance in the shape of the Government's request for the immediate resignation of the Governor of the Bank of Canada, is proposed by the Leader of the Opposition (p. 6327), and after long discussion is negatived on division (p. 6356).

*June 17—Initial steps to help in providing alternative employment* for persons affected by the closing of certain mines in Cape Breton, for which Parliament is to be asked to provide \$1,500,000 this year, are announced by the Prime Minister. Two of the specific projects to be undertaken, he says, are a program for the improvement of forest stands in the area, estimated to provide employment for about 100 persons, in the cost of which the Nova Scotia Government will share; and the first stages of a program for the restoration of Louisbourg fortress as a tourist attraction, estimated to provide 280 jobs in 1961-62 (p. 6481).

*Bill C-111, to amend the Railway Act* to apply to rapeseed the rates applicable to flaxseed by virtue of the Crownstest Pass agreement, introduced by the Minister of Transport and read the first time (p. 6482).

*Administration of the national health grants* is entirely a responsibility of the provinces; and applications for health grants are received by the Government directly from, and all grant money is paid directly to the provinces, the Minister of National Health and Welfare says in reply to a question as to whether a new formula is being used for construction grants to hospitals (p. 6485).

*June 19—The Minister of Labour for Nigeria*, Hon. J. M. Johnson, who is present in the diplomatic gallery of the House, is welcomed by the Prime Minister (p. 6527).

*To intervene in the strike of carpenters* at a defence project in Moosonee is not the responsibility of the Government, as this dispute is under the Ontario Department of Labour, the Minister of Defence Production says in answer to a question about the continued use by the strikers of bunk-houses owned by the Crown. The Carter Construction Company was given the use of these buildings as part of their contract, the Minister explains (p. 6536).

*June 20—Members of the Royal Commission on Health are named*, and the order-in-council by which the appointments were made is tabled by the Prime Minister (p. 6600).

*Vanguard service* between Chicago and New York operating with air crews consisting of two supervisory pilots each will be begun by the TCA, the Minister of Transport says in reply to a question. Later, the supervisory pilots will be gradually replaced by regular line pilots, and this will be the ultimate method of operation, he says (p. 6601).

*Bill C-111, to amend the Railway Act* to provide that the Crownstest Pass freight rates on flaxseed shall apply to rapeseed, after being debated and amended, passes second reading. Third reading is thereupon moved and agreed to, and the bill is passed (p. 6617 and 6630).

*The budget* is presented by the Minister of Finance, in which a deficit of \$650,000,000 is forecast for the 1961-62 fiscal year, in comparison with an actual deficit of \$345,000,000, in the 1960-61 fiscal year, according to preliminary estimates (p. 6639 and 6666).

*June 21—Twenty thousand copies* of the Bill of Rights in English and 7,000 copies in French, suitable for framing and mounting on a wall, have been printed, the Secretary says in answer to a question. The sale price will be \$1 per copy for an illuminated copy on parchment, and 25 cents for a copy not illuminated and printed on plain paper (p. 6809).

*The federal Government* has always been prepared to share, under Section 8 of the Unemployment Assistance Agreement, in additional relief payments to recipients of old age assistance, blind persons allowances and disabled persons allowances, the Minister of National Health and Welfare says in reply to a question as to whether the Government had made any offer to the



Government of British Columbia to share in the cost of supplementary allowances to recipients of old age pension (p. 6811).

**June 22**—*No action to restrict the admission* of Canadians travelling daily to work in places in the United States is being considered at present by the United States authorities, the Government has been assured, the Prime Minister says in reply to a question (p. 6857).

**June 23**—*Bill C-114*, to provide that a vacancy in the office of the Governor of the Bank of Canada shall arise upon its coming into force, introduced by the Minister of Finance and read the first time (p. 6934).

**June 26**—*A contributory pension plan* for the staff of the Bank of Canada was introduced on March 12, 1936, the Minister of Finance says in reply to a question. He also gives particulars of the contributions that have been made to the fund by Mr. Coyne (p. 7032).

*To provide equal opportunities and rights* for all Canadians everywhere and to remove any element of discrimination is the aim of the Government, the Minister of

Northern Affairs and National Resources says in reply to a question about a reply to a letter sent by the Minister to the president of the Canadian Marconi Company regarding the so-called non-fraternization clause in the contracts of employees of the company (p. 7035).

**June 27**—*Post office employees* who normally would not work on Saturday, July 1, and who are required to work, will be compensated at the rate of time and a half; but those who normally would not work and are not required to work, will, like the great bulk of the civil servants, receive neither addition to, nor deduction from their salaries or hour reserve, the Postmaster-General says in reply to a question (p. 7107).

*Before the strike* against Carter Construction Company in Moosonee, 14 Indians were working on the project—in what capacities are not known—and he is having a check made to see if the number of Indian workers on the site has increased, the Minister of Defence Production says in reply to a question about the reported use of Indians as strikebreakers in the dispute (p. 7108).

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## James R. Hoffa Re-elected Teamsters' President

The convention of the International Brotherhood of Teamsters in Miami Beach, Fla., last month elected James Riddle Hoffa to another five-year term as the President of the 1,700,000-member union.

Mr. Hoffa's only rival for presidency was Milton J. Liss, president of Local 478 of Newark, N.J., who has been champion of local autonomy since he became business representative of his 47,000-member unit in 1937. Mr. Liss sponsored a referendum asking for every member to be allowed a direct secret vote on new officers.

The convention delegates gave a blanket "approbation" to every action taken by Mr. Hoffa and other union officers taken during the last four years, approved a \$25,000 increase of Mr. Hoffa's salary that brought it to \$75,000 annually, and gave Mr. Hoffa additional power over the union's affairs through a number of constitutional changes strengthening the centralized control.

Mr. Hoffa also succeeded in obtaining an approval for a \$12 million annual increase in union dues by raising them by \$1 a member per month. Dues vary from \$3 to \$6 a month.

The union's jurisdiction was officially expanded by the convention to all workers in all fields on a global basis. Even if the Teamsters limit themselves to organizing workers who do not now belong to other unions in the United States and Canada, this would cover a potential field of more than 40 million workers, more than triple the membership of the AFL-CIO, from which the teamsters were expelled four years ago.

# 90th Annual General Meeting of the Canadian Manufacturers' Association

Training, portable pensions and employee benefits subjects of discussion at the Industrial Relations Conference. Export trade seen as a way to high employment by the federal Minister of Trade and Commerce. F. D. Mathers elected President

The Canadian Manufacturers' Association held its 90th Annual General Meeting in Vancouver, June 5, 6 and 7. This year's theme was "Roadmaps for Industry".

The meeting consisted, in addition to general business sessions, of three plenary conferences devoted to management problems, world trade, and industrial relations and headed: "Management—the Way Ahead"; "Trade and Industry—an Explosive Combination"; and "Industrial Relations at the Crossroads".

Canadian employment problems were linked with Canada's competitive position in the world market by Hon. George H. Hees, Minister of Trade and Commerce, in his keynote address at the conference on world trade.

The industrial relations conference, fully reported here, was opened by Robert William Bonner, Q.C., Minister of Industrial Development, Trade and Commerce, British Columbia. His address, entitled "Labour Relations and the Public Interest", was followed by the capsule report "A New Look at Industrial Training" by H. L. Shepherd, Personnel Manager, Compensation and Development, Canadian Westinghouse Ltd., Hamilton, Ont., who is on loan to the federal Department of Labour for special inquiry on training in industry. Two addresses and a panel quiz and discussion entitled "Controlling Indirect Labour Costs" completed the programs.

The two addresses were "Portable Pensions—Help or Hindrance?" by Harold R. Lawson, F.S.A., President, National Life Assurance Company of Canada, Toronto, and "Employee Benefits Abroad—Lesson for Canada?" by J. A. Belford, Vice-President, Personnel and Industrial Relations, Massey-Ferguson Limited, Toronto. Both speakers took part in the panel discussion, along with Wm. M. Mercer, President, Wm. M. Mercer Limited, Vancouver, and L. F. Mills, Honeywell Controls Limited, Toronto, Chairman of the CMA's Ontario Division, Portable Pensions Committee.

The convention chose F. D. Mathers, President, Royal City Foods Limited, New Westminster, B.C., as the Association's President for 1961-62. He succeeds Thomas R. McLagan of Montreal.

S. J. Randall, President, General Steel Wares Limited, Toronto, and Carl A. Pollock, President, Dominion Electrohome Industries Limited, Kitchener, Ont., were elected first and second vice-presidents respectively. T. A. Rice, International Harvester Company of Canada Limited, Hamilton, was re-elected Treasurer.

## President's Address

"Canadian labour and management must find some way of working closely together, otherwise our standards will go down and unemployment will increase," retiring CMA President T. R. McLagan told the delegates attending the luncheon and general business session. He also characterized the labour-management relations as "our most important problem."

Reviewing past year's activities Mr. McLagan stressed CMA's participation in the Prime Minister's Conference on Employment last October, which led to the formation of the National Productivity Council (L.G., Nov. 1960, p. 1108) and the Labour-Management meeting called by the Ministers of Labour and of Trade and Commerce (L.G., April, p. 333) out of which came a steering committee under the joint chairmanship of the President of the CLC and the President of the CMA. Mr. McLagan expressed the hope that these two councils will help Canada "to do something about Canadian costs and Canadian productivity" in face of a fierce world competition.

Canada's lag in productivity growth indicated serious weakening of our competitive position, Mr. McLagan said. In face of Japanese and European economic comeback within the last seven years, the lack of expansion in Canadian economy caused a higher level of unemployment than the country has shown for some years. "The pity of it is that, even today, there are some powerful unions which have yet to see that the inevitable result of excessive wage and other demands on hard-pressed companies and industries is to jeopardize their own members' jobs and promote unemployment."

"The \$1.50-an-hour man with a secure job is much better off than the \$2.50-an-hour man without a job", he continued. "It is



possible to force up wage rates in a country, but it is not possible to force people to buy goods if the cost of them is too high."

The level and structure of corporate taxation in Canada was criticized by the speaker, and more liberal depreciation rates advocated to stimulate investments in new machinery and plant. He also stressed that the CMA has been pressing the case for corporate tax revision to lower tax burdens and increase other business incentives in Canada.

The "Buy Canadian" campaign, does not aim at cutting off imports of competitive goods, but at cutting them down, in order to check an unrestrained foreign spending spree which endangers Canada's manufacturing industry, explained Mr. McLagan.

Within the next few years, Canada must contend with the influx into the labour force of many tens of thousands of young Canadians, born immediately after the end of the Second World War, Mr. McLagan said. "The nature of our economy and the rapidity of technological advance are such that manufacturing industry, the biggest single employer of labour, will have to absorb a large proportion of these if we are not to be faced with chronic unemployment on a much greater scale than anything we have so far seen."

"There is no reason why we in Canada should not be able to put to work every single one of these young Canadians. They must, however, possess the knowledge, intelligence and skills that industry needs. It is not a bit of good youngsters being fed into the labour market at 15 and 16 years of age with a little more than a Grade 10 or 11 education and expect to find worthwhile and well-paid employment for any length of time. Those days are largely past and parents must realize it and insist that continued schooling is more important than a quick dollar."

"There will always be those who, by reason of natural limitation, do not have it in them to profit from advanced education and no doubt we will be able to find some kind of employment for a number of them... but there will be fewer openings for such people in the future than ever before."

To cope with this problem, Mr. McLagan called for more intensive programs of vocational training. Qualified educators and well equipped facilities are indispensable, he said, and industry shares the responsibility to see that these things are not lacking. "Many thousands of jobs are going begging in Canada for no other reason than that there are too few people with the necessary edu-



F. D. Mathers

cation and technical qualifications to fill them. Better by far that we invest in the training of such people, belated as it is, than continue indefinitely to help them in uneducated idleness, draining the Unemployment Insurance Fund dry, or subsisting on government relief."

Mr. McLagan pointed out that Canada loses every year some 40,000 of the most talented and best trained people who turn to other countries for lack of incentives and opportunities at home. He further deplored displays of irresponsible anti-Americanism as harmful to Canada's economic growth which rightly takes advantage of foreign investments. U.S. investors, while continuing to play an important and vital role in Canada's economic expansion contributing to Canada's living standards and employment, will become gradually less significant if Canadians will care enough and are allowed to retain money enough to increase their own stake in Canada.

### General Manager's Report

General Manager J. C. Whitelaw's report covered the 16 principal submissions to governments at all levels. Of particular interest were the briefs submitted to:

—The Prime Minister's Conference on Employment,

—The Special Committee of the Senate on Manpower and Employment,

—The Minister of Labour, on Unemployment Insurance, and

—The Minister of Justice, regarding Bill C-70 respecting Corporation and Labour Union Statistics.

The association continued its strong stand against inflationary tendencies in the economy that allow wages and prices to rise unjustifiably. It recommended that "policies having the object of relieving unemployment should be used carefully if they are likely to generate inflation", and suggested a new study be made of the nation's whole financial structure and machinery.

The impact of the present "Buy Canadian" program was evaluated by the CMA, and a need for continuing a publicity campaign was stressed.

The Association favoured study of the organization and methods of administration of the various government departments and gave its approval to the creation of the Glassco Royal Commission on Government Expenditures. It also requested formal recognition of the industry's importance by the appointment of a Minister of Manufacturing or through the re-designation of the Department of Trade and Commerce as the Department of Industry and Commerce.

Establishment of the new Design Branch of the Department of Trade and Commerce, with the purpose of furthering industrial and scientific research and industrial design, received the support of the Association.

The General Manager pointed out that when, in Government contracts, the "Buy Canadian" principle would lead to high prices, inferior quality, or delayed delivery, that it would then be undesirable. However, in all other cases, Canadian-manufactured goods should be specified.

It also recommended mandatory disclosure of pertinent points of the contract upon the request of an unsuccessful tenderer, and standard general conditions for all Government "supply" contracts.

The Association reported continuing its programs for encouraging further vocational and technical education, and its close relationship with the Industrial Foundation on Education, the advisory and research body created by the St. Andrews Conference in 1956 and supported entirely by industry.

The CMA favours immigration despite high unemployment because there is still a shortage of skilled persons in Canada. The low of immigration, if abnormally cut or discouraged, cannot usually be easily revived at will. Selection of immigrants with technical and professional qualifications

and experience was recommended and their beneficial impact on the national economy confirmed.

The Association, commenting upon the Corporation and Labour Unions Statistics Act, requested the removal of retroactive provisions of the Bill and simplification of requirements for reporting the residence of shareholders, in addition to a demand that information should be required regarding general or trust funds sent out of Canada and the purpose for which such funds are employed.

The CMA objected to the Unemployment Insurance Act clauses which permit, in some circumstances, the support of a strike through the payment of unemployment insurance benefits to workers who have an interest in the outcome of the strike, and criticized the proposed check-off of union dues from an employee's wages in support of the new political party.

Government-sponsored vocational training programs were welcomed by the Association, and full co-operation promised in working out an effective liaison with the provincial governments to advance various training schemes.

## Minister of Trade and Commerce

It is only by competing successfully in today's trading world that we can provide the additional jobs we need each year to keep our people employed, Hon. George H. Hees, Minister of Trade and Commerce said in his address on "Canada and World Trade".

"Many of the countries new to nationhood are concentrating in the labour intensive industries and are having significant effects upon the production of traditional Canadian manufacturers in these lines," said Mr. Hees in characterizing the challenges that face Canadian industry. He added that the new trading groups which have been formed create an increasingly intense competition in world markets as well as in the Canadian domestic market.

Canadian businessmen sometimes allow their fears of competition from other countries to narrow their outlook, to underestimate their own capacities, Mr. Hees said. "We have many important advantages in Canada and, through courageous planning and initiative, we should be able to make the most of them. Our labour force is skilled. We are one of the world's leading producers of industrial materials. Canadian technology is highly advanced. Coupled with enterprising management, these are the essential ingredients for developing and expanding our markets at home and abroad."



As to the opportunities for Canadian exports, the Minister of Trade and Commerce reported on the results of a survey on the commodities and products in 102 countries, conducted by 62 Canadian Trade Commissioners. The Trade Commissioners suggested items in each of these markets where sales could definitely be increased or initiated if the Canadian article could meet foreign competition.

"Buying Canadian" and maintaining a healthy and flourishing foreign trade is not inconsistent, Mr. Hees suggested, because both mean more jobs and bigger incomes for our people.

"Buy Canadian" is for the consumer. "Sell Canadian" is for the manufacturer, who has the responsibility for turning out a better product at a more competitive price, for domestic as well as export markets, Mr. Hees said. He concluded by pointing out that, with labour, management, and Government working together, Canadians can increase sales to the point "where we have full employment in this country, and the highest standard of living in the world."

### Robert William Bonner

While the problems of labour and management are different, their interest must be recognized as identical, Hon. R. W. Bonner, Q.C., told the Plenary Conference on "Industrial Relations at the Crossroads".

The present economic scene in Canada, with its large unemployment, slow-down in economic growth, foreign trade deficit, and many other problems is the background against which labour and management questions must be considered, Mr. Bonner asserted.

High-wage policy to which this country is committed is not the "villain to be combatted," he continued. Low wages did not provide prosperity during the 1930's, and lowering of today's wages cannot be expected to provide prosperity during the sixties. Canada is a trading nation, and the problems of a trading nation cannot be solved by lowering the ability of the domestic market to take up production, he said.

Manufacturing policy should therefore be concerned with markets rather than with protection, Mr. Bonner asserted, and concentrate upon developing a mass market in the world by price, quality, and product design.

Wealth is created by production—not by its interruption, Mr. Bonner said. In production, labour relations are of importance, because despite the techniques employed

either by professional management or professional labour, they still consist of interpersonal relationships which make production possible.

"The depletion of the Unemployment Insurance Fund in this country illustrates the basic fact that there is no substitute for gainful employment; that there is no employment except in profitable industry; and, finally, that today there is no purpose in securing hourly rates for men and women on the production line which cause these same men and women to become the highest hourly rated unemployed in the country."

Harmony between public interest and labour relations existed in Canada during the Second World War, and it exists in Europe and in Japan at present, but it is seriously lacking in Canada now. Mr. Bonner believes this is for want of definition as to what is the public interest in our country. To define it, he recommends a series of questions:

—Does our current policy reverse or accelerate the present slow-down in the Canadian economy?

—Do your immediate objectives utilize a greater or lesser proportion of potential productive capacity?

—Is the immediate effect of the steps taken an increase or a decrease of unemployment?

—Do our current efforts maintain or destroy the stable price level?

Labour and management share the responsibility to answer these questions when forming their policy, Mr. Bonner said, because they have a common interest in economic recovery.

### H. L. Shepherd

Individuals have a high responsibility for their own development; many people do not use existing opportunities; training of itself will not cure unemployment; and companies cannot lower the prices while adding to their expenses the training costs for which they have no assurance that they will pay off: These are some of the difficulties encountered in vocational training, H. L. Shepherd pointed out in his address entitled "A New Look at Industrial Training."

The current upsurge of interest in vocational training is "somewhat unco-ordinated among educational institutions, governments—local, provincial, federal—technical and professional societies, industrial associations and companies," said Mr. Shepherd who is on loan to the federal Department of Labour for a special inquiry on training in industry.

The purpose of the study of the Department of Labour is to assess the needs and the most logical and effective lines of action. Companies report on their training activities, including the "going" training-in-industry programs that pay their own way, training programs that were unsuccessful, and the company-government teamwork, especially where in-company training plays a part. How training needs are being met in smaller companies, especially those remote from larger vocational schools, is also of interest to the Department.

Training its people on a systematic basis, whether or not there is a need for that particular training at the moment, was found an advantage by one company, Mr. Shepherd reported. "When unforeseen needs arise, there are people on hand who are disciplined in some phases of learning, have the confidence born of the mastery of more than one skill, and who do readily learn new work."

"Several companies have outstanding programs—and whether by coincidence or not, they seem to have relatively few personnel problems," Mr. Shepherd said.

However, there are many obstacles to training programs. An example of these is the collective agreements which may contain provisions which, especially in times of work shortages, turn training investment into waste by restricting freedom of action in placing or even retaining the best-trained, high-potential staff.

Still, there is ample evidence in successful companies that their superior ability to compete is strengthened by better prepared people at all occupational levels. "The tide of improved training is running—not because it's popular, but because it's got to be," Mr. Shepherd concluded.

### Harold R. Lawson

"I am against any legislative action at this time to compel or encourage portability. In my opinion it would be no help but a hindrance," said Harold R. Lawson, President of the National Life Assurance Company of Canada, who spoke on "Portable Pensions—Help or Hindrance?"

Mr. Lawson made it clear, however, that he was not against portability, but only against portability imposed on employers by legislative pressure or coercion. Portability, he thought, would become more general as time goes on, and he contended that great strides were now being made by the voluntary process.

Quoting from the 1959 Clark Report on Economic Security for the Aged in the United States and Canada, he cited statistics which showed that the percentage of employers with pension plans had increased from 8 in 1936 to 53 in 1957, and that during that period the percentage of the labour force employed in such firms had increased from 34 to 77.

"I can assure you from personal knowledge... that there has, over the whole period, though possibly not recently, been a gradual liberalization of the provisions of pension plans as to portability. Nevertheless, many private plans today do not provide for portability and few could be called completely portable..."

During the past few years, portability of pensions has become a sort of political football, the speaker complained. He disagreed strongly with some of the views and recommendations contained in the summary report of the Ontario Committee on Portable Pensions, which, he pointed out, were important because they might become the law in Ontario and a pattern for other provinces.

The Committee had taken as its terms of reference a statement made by Premier Frost in the Legislature to the effect that its task would be to "make recommendations for strengthening the existing program of pensions and removing impediments to the employment of the older worker." But during the debate in which the statement was made no evidence had been introduced to show that the existing program of pensions was in fact an impediment to the employment of the older worker, he contended.

"What evidence is there that older workers find it more difficult to secure employment than they did 15 or 20 years ago when private pension plans were much less general? Has any one unfortunate individual been found who cannot get a job for the sole reason that he does not carry with him a portable pension?" Mr. Lawson asked.

General reasoning, combined with our own experience as employers tell us that even if company pension plans are a factor in making it difficult for an older man to get employment, they are not the most important one, he contended. Seniority provisions; insufficient education, training or experience to justify the wage that his family responsibilities would require; imperfect health; or unwillingness to stay at a job might be more serious obstacles than a pension plan.



"Any difficulty that exists for men aged 30 to 35 years or over in securing employment is just part of our general unemployment picture," the speaker argued.

"What is the logic of making portability compulsory, or penalizing lack of portability through income tax structure, if it is entirely optional with an employer whether he have any pension plan at all?" he asked. Surely an older worker with no pension entitlement at all would be just as much at a disadvantage in the labour market as one who had a non-portable pension.

It would be unfair, he argued, to allow one employer to have no pension plan, and to penalize another who had a plan that cost him, perhaps 10 per cent of his payroll, merely because it was not portable. He was not arguing that pension plans should be made compulsory, however, on the contrary they should be entirely voluntary. "The Old Age Security Act provides a basic floor of protection for all our senior citizens," he pointed out, and if it were thought that supplementary pensions should be compulsory, the benefits under this act should be increased, although he thought they were at present adequate.

Another recommendation of the Ontario committee that Mr. Lawson criticized was that all pension plans should be made portable on a basis proportionate to their original terms. This would mean that an employer who allowed 2 per cent for each year of service would find his costs go up more than the employer who allowed only 1 per cent. "In other words, those employers with the most generous plans would be penalized the most." Yet a 2-per-cent plan without portability might be far more valuable to the average employee than a 1-per-cent plan with portability, the speaker pointed out.

"Another feature of these proposals for enforced portability is that employee contributions would be locked in forever," he said, and "who are we, or who is the Government, to dictate what a free man shall do with his own money? If we are going to legislate against improvidence, what about outlawing amusements, tobacco, liquor and other extravagances? What shall we do about buying on credit, and what about finance companies?" If the employed were to be forced to save, what about the self-employed? What about those who might have some better use for their money than to leave it in a pension fund?

Mr. Lawson thought that "semi-compulsion by manipulation of the tax laws," which had been proposed in connection with pension plans and other matters also, was all wrong. "To require an employee to pay income tax on both his own and

the employer's contribution at the time they are made... just because the plan does not provide some particular benefit, would be most arbitrary," he asserted.

Another recommendation of the Ontario committee that full portability should be reached over a five-year period from age 30 to 34, after only two years of service, would surely lead to the tightening up of pension plans in other respects and might even militate against the employment of workers above that age. The presumable additional cost due to portability would probably fall on the employer, and would be added to the price of the goods produced, making them less competitive in world markets, the speaker said.

A passage in the Ontario committee's report, quoted by Mr. Lawson, said that "the current expansion of pension plans will not proceed quickly enough or far enough to meet the social needs, unless government inducements or compulsion are invoked." His comment on this was: "Does everything that is right and proper have to be induced or compelled by Government? If portability is to be made compulsory, then participation will become compulsory, then pension plans, and then who knows what next?"

#### J. A. Belford

The pattern of employee benefits and the means of financing them not only have impact upon the national cost structure, they also affect the availability and the mobility of resources within the economy, J. A. Belford, Vice-President for Personnel and Industrial Relations, Massey-Ferguson Ltd., Toronto, stated in his discussion of "Employee Benefits Abroad—Lesson for Canada?"

For employees, these benefits furnish a cushion against illness and accident, reduced income, unemployment, and old age. For employers, they represent a major element of labour cost that can effect the domestic and foreign competitive effectiveness of the business. The extent and variety of employee benefits in Western economies mirror the social and political emphasis on welfare in our area, and these commitments are not likely to reduce, Mr. Belford said.

To illustrate the scope and variety of employee benefits, Mr. Belford gave a partial list of the benefits in effect in Massey-Ferguson in North America, United Kingdom, France, West Germany and Australia.

He pointed out that these benefits are "in a fiercely competitive industry. In Europe, most of the features are statutory requirements, reflecting the political-action orientation of European trade unions," Mr. Belford said.

"Pensions, of course, are universal—state, or private, or in combination; but always at a direct or indirect cost to the employer. Group life insurance or death benefits, hospitalization, basic medical and surgical care on a prepaid or insurance basis, major medical coverage, weekly indemnity during illness or paid sick leave, and workmen's compensation almost round out the defences against what might be called the biological hazards of waking up in the morning.

"Employer-financed family allowances or baby bonuses scaled to the number of children of the employee are provided; and at some locations, the company staff of doctors and nurses provide full medical care—in plant, at home, and in hospital—for the employee and his family."

Unemployment insurance, supplementary employment benefits, separation payments, income stabilization schemes in the form of premium rates in the event of reduced hours, compensation for loss of office, extended notices of lay-off or other separation, recall rights and call-in pay protect the employees against economic hazards, Mr. Belford said.

The shift toward benefits in the form of leisure is seen in the long-term international trend to reduced hours with maintenance of income; paid statutory holidays and paid vacations and rest periods for tea, coffee, or wine break and paid wash-up time". Subsidized housing is not unusual outside of North America.

Procedural benefits including restricting work rules, mutual consent requirements, featherbedding, seniority rights, etc., are to some degree universal, but very little is known about their cost to make comparison possible. Therefore, they are not included in the following table:

**AVERAGE HOURLY EARNINGS AND  
AVERAGE EMPLOYEE BENEFIT COSTS  
IN MANUFACTURING INDUSTRIES,  
DECEMBER 1960**

Country	Hourly Earnings*	Employee Benefits*	Total Cost* per Hour	Benefits as Per Cent of Earnings
Italy.....	.37	0.28	0.65	74
Netherlands.....	.49	0.14	0.63	30
France.....	.52	0.27	0.79	52
West Germany (Nov).....	.63	0.28	0.91	44
Belgium.....	.59	0.18	0.77	31
Switzerland.....	.70	0.11	0.81	15
U.K.....	.71	0.11	0.82	14
Sweden.....	1.04	0.15	1.19	15
U.S.....	2.32	0.48	2.80	21
Canada.....	1.82	0.40	2.22	22

\*In U.S. Dollars.

According to Mr. Belford, the higher proportion of labour cost represented by company financing or subsidizing employee social and recreational activity expresses the paternalism frequent abroad. "But as standards of living rise, as industrial workers become more 'middle class' and as industry becomes more dynamic, there is, I think, a discernible trend away from this pattern," Mr. Belford observed.

Within the broad picture of Canadian economy, employee benefits unfavourably restrict the control over resources in the industry, Mr. Belford believes, not only by tying up financial resources but by restricting also the mobility of workers.

As an example of a successful solution of the constricting effects inherent in employee benefits, Mr. Belford cited West Germany's approach to pension management. As the only security in the private German pension plan is the prosperity of the individual firms, the employees and the union have a vested interest in the competitive effectiveness of their employer, and therefore try to avoid serious wage inflation despite a ratio of job vacancies in excess of 5 to 1. This entire scheme is made possible by an underlying State Pension Plan which is fully vested and portable and which is supported by employee, employer and state contributions; it provides for escalation with cost-of-living and general wage and salary levels.

While Mr. Belford does not advocate a transplantation of similar systems from abroad to Canada, he believes that Canadian management can derive useful lessons from international comparisons. These he sums up as follows:

"Keep your eye on total labour cost; ensure that no benefit is a disincentive to work; forget ideological labels and your prejudices; allocate your labour dollar among wages, monetary benefits and leisure with due regard for the preference and expressed needs of employees, their representatives, and the community; but keep your eyes on that total labour cost figure!

"This approach takes the moral gauges off contributory versus non-contributory plans, for example. It doesn't mean doing unto others as you would be done by; rather, it means doing unto others as they would be done by—provided your costs remain under control and you preserve your competitive position and profitability.

"At certain times, state-run plans can be the most effective, the most economical and best for the economy. It's unbusiness-



like and doctrinaire to oppose such plans when they serve needs best, simply because someone labels them 'socialism' or 'statism'.

"For management, the real substance of employee benefits is the effect on total

labour cost," Mr. Belford concluded. "Employee and community values are more important in determining the form of employee benefits than management preconceptions."

## McGill University's 13th Annual Industrial Relations Conference

The five speakers, including two university professors, a government official, a businessman and a management consultant, examine the changing patterns of today's industrial relations. The conference was chaired by Prof. Edward C. Webster

The effects of technological change on industrial relations, under the title "Changing Patterns in Industrial Relations," formed the subject of the 13th annual conference of the Industrial Relations Centre of McGill University, held on June 6 and 7. About 180 delegates, representing business firms, labour organizations, employers' organizations, other universities, and federal, provincial and municipal governments, attended the meetings.

For the past four years this conference has been held in September, and the holding of the conference early in June was in some degree a reversion to the practice of earlier years.

The conference consisted of addresses by five speakers, with a discussion period following each address. The panel discussion that in the past had been held at the end of the conference was omitted on this occasion.

The first speaker, Dr. W. R. Dymond, Director of the Economics and Research Branch of the federal Department of Labour, dealt with "Technological Changes and Their Impact on Employment and Occupations in Canada."

The second address, on the subject: "The Contribution of the Personnel and Industrial Relations Function in a Period of Rapid Mechanization," was given by T. Earl Hawkins, Personnel Assistant to the Executive Vice-President of the Imperial Tobacco Company, Montreal.

The dinner speaker, Prof. B. M. Selekmán, Kirstein Professor of Labor Relations at the Harvard University Graduate School of Business Administration, spoke on "Power and Morality in Labour Relations."

E. Floyd Henry, Managing Director of C.M.S. Counsellors, Ltd., management consultants, at the morning session on the second day gave an address on "Technological Change—A Challenge to Collective Bargaining?"

The last speaker was Prof. Jack Barbash, Professor of Labor Education and Economics of the University of Wisconsin, and former Director of Research and Education, Industrial Union Department, AFL-CIO. His subject was, "Labour's Share in Economic Progress."

The conference was opened by Prof. Edward C. Webster, Chairman of the Industrial Relations Centre; and the respective chairmen of the four sessions were: Dr. A. Asimakopulos, Dr. W. E. Lambert and Dr. Donald E. Armstrong, all members of the faculty of McGill University; and Dr. Eugene Forsey, Research Director of the Canadian Labour Congress.

### W. R. Dymond

Technological change during the past decade has differed considerably in its character and quality from the technological change of earlier years, said W. R. Dymond, Director of the Economics and Research Branch of the Department of Labour, the first speaker at the conference.

The pace of innovation has been greatly accelerated, and technological change is having sharply different effects on manpower than was the case in the past. It is stimulating the demand for highly trained manpower, in contrast to such change in the twenties and thirties, and even of the war period, which increased the need for semi-skilled and unskilled workers as a result of the introduction of mass production, the speaker said.

Dr. Dymond first summarized a report that had previously been submitted to the Senate Committee on Manpower and Employment by the Economics and Research Branch and then offered some speculations on the possible development of industrial relations under the influence of technological change during the next few years.

Highly trained manpower is more important to the economic growth of Canada than was the case up to the decade of the fifties, and will be of strategic importance to the country's economic development in the sixties, Dr. Dymond said.

He went on to outline the various types of technological change and described briefly the effect of these changes on some occupations and on different types of labour.

Regarding the impact of these changes on labour relations, Dr. Dymond said that in times of expansion the main burden of changes in technology appears to fall on potential jobs, that is to say, the changes lead not so much to layoffs as to a reduction in the number of new jobs that are opening up. In this case the people most seriously affected are the young who are trying to enter the labour force for the first time, and those who are already unemployed.

In times of declining economic activity, employment in general not only fails to expand but actually declines, with the result that layoffs become necessary.

When layoffs occur, seniority provisions cause the younger employees to be more affected than the older ones; on the other hand, when older workers are laid off they have greater difficulty than the younger ones in finding other employment.

"Clerical workers are the group where the displacement effects of technological change may be greatest," the speaker said. Planning by employers might reduce the need for layoffs, but it did not solve the problem.

Turning to the impact of technological changes on unions, management and governments, Dr. Dymond said that the first of several basic influences was that skilled, technical and professional occupations were making up an ever growing proportion of the labour force. Conversely, the rates of growth for the semi-skilled and unskilled occupations were slower, and in some of the primary industry occupations there were absolute declines,

A second effect was the growth of the service industries in terms of employment, and in recent years the lack of growth or actual decline in employment in the goods-producing industries. "This has led to a rapid growth of female employment, particularly among married women, and also an increase in the proportion of the labour force engaged in indirect labour and in offices," the speaker remarked.

A third result was that for individual workers, for managements, for unions and for governments, adjustments to meet these

changes had to be more extensive and speedy than had been necessary in earlier times.

"For unions, some of the problems caused by technological change have appeared in the form of how to organize workers in the new higher skilled and technical occupations, and in offices where employment is growing most rapidly. This problem of expanding the bounds of organization is basic to the long-run survival of the union movement as an expanding and dynamic force," Dr. Dymond said.

The factors that made organization of these newer and growing occupational groups difficult are their "consciousness of separateness" and "their tendency to occupational exclusiveness of economic interest and status."

At the same time, the semi-skilled and unskilled occupational groups, among whom the strength of industrial unionism has lain for the past 20 or 30 years, are declining in relative importance.

The speaker foresaw a difficult problem for the unions in making an organizational appeal to both the growing highly skilled, and the declining semi-skilled and unskilled groups. This suggested that there may be pressures for a new type of craft unionism suited to both these groups.

An interesting question, the speaker remarked, was what form of organization the technician group, especially the engineering technicians, would turn to. He thought that there might be a change in the character of the purely professional organizations. Many professionals in large enterprises found themselves more in the position of employees and wage earners than in that of the independent professionals. This raised the question of whether their organizations would take on the character of trade unions or would continue in their old role of protecting the professional status of their members and setting entrance requirements for the profession.

For management, technological change raised questions regarding methods of dealing with office workers, professional and semi-professional workers, training and re-training, and management's responsibility for looking after those displaced by such changes.

"Questions can... be raised about the extent to which collective bargaining is effectively coping with many of the problems of human adjustment which are thrown up by technological change. What responsibilities extend beyond the formal employment contract for workers whose skills are displaced?"



Dr. Dymond said that technological change was an important way of meeting increasing competition, and that managements and unions by working together could make a contribution to improving the competitive position of a single enterprise or of the economy as a whole. This had been done in Europe, and at least some steps were being taken in Canada under the auspices of the National Productivity Council and through labour-management committees.

As to the role of governments under the impact of changing technology, the speaker said that today governments were going beyond their traditional kinds of assistance and intervention in the labour market and in labour-management relations. "Government intervenes now and may intervene more decisively in the future at points where the human consequences of technological change are too severe. This intervention may be in terms of the creation of new employment opportunities, the retraining of the labour force, the assistance of labour mobility, support of the income position of those technologically unemployed, etc. Further, government may play a role, at least of guidance, and of assisting in the effective promotion of the vast human and material investments which are so necessary for the development of a modern technological society," Dr. Dymond said.

In conclusion, he asserted that education and training are a major weapon of survival in our kind of economy, and that they must not end when a youth leaves school, but must continue throughout his career.

### Question Period

In the discussion following his address, Mr. Dymond pointed out that the most important route to greater mobility of labour lay in giving workers the kind of broad training that would help them to adapt themselves readily to change. Under conditions of rapid technological change it was necessary to learn something more than narrow technique. Geographic mobility, he said, was greater than we tended to think, and he cited experience in the coal mining industry of Cape Breton as an encouraging instance of this.

Regarding the relation between the level of general employment and the rate of technological change, the speaker remarked that during the stage in the business cycle when industry was coming out of a period of high excess capacity due to insufficiency of demand for its products and entering on the period of full use of resources, there was an appearance of rapid gain in productivity. When this stage had passed,

however, further gains in productivity required an increase in investment. As output expanded and production was under pressure, with consequent pressure on the labour market and rising wage rates, technological change was stimulated by the need to keep down costs.

### T. E. Hawkins

The function of personnel and industrial relations is to acquire and use the physical, mental and emotional resources of the human beings who make up an organization, for the attainment of the organization's objectives, through the process of administration, said T. E. Hawkins, Personnel Assistant to the Executive Vice-President of the Imperial Tobacco Company.

The importance of making use of an organization's physical, mental and emotional human resources was a constantly recurring theme of Mr. Hawkins' address, the title of which was "The Contribution of the Personnel and Industrial Relations Function in a Period of Rapid Mechanization."

The personnel and industrial relations function has not developed very logically, but has "just growed up" like Topsy, the speaker said. Its techniques have been "largely of the manufacturing or engineering type." This type of approach works fairly well when you are making cigarettes or refrigerators, but although good in its way, it may not be a good one for human beings.

"An assembly line job is probably as poorly designed a job as you could wish for to utilize the physical, mental and emotional resources of a human being... but it has one major advantage: it is the most economical way of getting certain kinds of work done," Mr. Hawkins said. Who would pay \$12,000 for an automobile that now sells for \$3,000 in order to be assured that the people who had made the \$12,000 car had got real satisfaction out of their work, he asked.

Union-company relations are becoming "an area for specialists... It is becoming more and more legalistic. I would think that in many instances it is primarily a power struggle between a company or industry and the union," the speaker said. Rapid mechanization will bring more problems to union-company relations, and it "is going to create a lot more problems than it is going to solve," he thought. The function will be largely "a defensive activity, not a constructive one."

"I would think that it will probably be largely limited to maintaining or regaining the right of industry to exist, to be competitive with the rest of the world, which we certainly are not now," Mr. Hawkins suggested.

"Unions or no unions, I think management must learn how to use its human resources in its plants and offices. We won't use them through unions."

The personnel function is concerned with complex disciplines about which we have not much factual knowledge, and we know little about how to apply the theories we have regarding personnel management.

A recent study on the relationship between motivation and work, Mr. Hawkins said, referred to such things as wages and salaries, benefits, company practices, good supervision practices, and so on, as "hygiene items, dissatisfying factors." A poor wage structure might cause dissatisfaction, and if you eliminated the poor wage structure you eliminated the dissatisfaction, that was all. If you raised the wage level above average you accomplished nothing except to raise costs.

"The motivation for people to work lies within the work, within the job itself," and jobs must be so designed that people can use their own physical, mental and emotional resources.

Regarding job design, Mr. Hawkins added: "One of the things that bothers me is all these skills that are required. I can remember running a mining camp during the war when I could not find a welder to weld aluminum. We had to fly in a man. Boy this was a skill that required a master welder. Three years later there were thousands of girls welding aluminum. I wonder just how much of a problem these skills are."

The speaker was inclined to discount a good deal of what we hear about automation, of how it was going to require extensive retraining, that the unskilled worker was going to become useless, that radical changes would have to be made in the work force, that wage policies are no good, that we must throw out our plans and start again. "I doubt it," he said. "My definition of automation is that when a machine anticipates required action and takes it, you have automation. I think we are an awfully long way from that."

"We are going to be faced with the problem of job skills going up and down. We are going to have some real practical problems about highly skilled people who are going to have such a low level of work that they are going to be dissatisfied. In

addition to that there will be the problem of highly skilled people that we cannot find."

The speaker emphasized the importance of designing jobs so that those who are doing them can take an interest in what they are doing and can feel that they are making use of their capabilities. Even minor changes in this direction would have a much greater effect than major changes in the "hygiene items," he contended. Job design, however, was a "pretty unknown area... an area of terribly built-in assumptions."

Research is bringing out the fact that people in offices are much more interested in "the things that come out of proper job design" than are the people in the factories.

A poor organization structure makes the effective utilization of human resources almost impossible, Mr. Hawkins said. If you analyse the circumstances and requirements of a job, you do not need a massive system.

To illustrate this, the speaker said that on one occasion a group of people, of which he was one, were planning a position, and they decided that what was needed was "a highly trained, highly competent foreman with mechanical aptitudes. Boy! he had to be the works. We had the job description to prove it. When we sat down and started to analyse some of these things we decided that what we really needed was a junior clerk."

Mr. Hawkins predicted that rapid mechanization was going to mean fewer levels of supervision, entirely different relationships between line and staff departments, an entirely different control system, different people were going to make the decisions, and if it was to be successful it would mean a complete change of organization structure. Forecasting and planning of organizational details, sales, and so on, were going to be most important.

Regarding selection and placement, the speaker suggested that we do not know very much about selecting people. He said he had heard a man state, "after a very major piece of research in selection practices in industry," that the best way to select a particular man for a particular position in a particular company for a particular boss was to hire ten men and fire nine. "Surely we can do better than that," Mr. Hawkins remarked.

In training a person for a job we should concentrate on his aptitude for the job, and not allow ourselves to be led astray by irrelevancies such as his taste in ties or his political views. "Some companies have gone to the point where their training



programs are tied into their promotion schedules. This has helped solve this senseless argument about seniority."

"There is an old saying that the most important thing to a young man starting his career in life is the choice of his first boss. It is second only in importance to his choice of parents. That still holds true. No matter what you do about these things, it is a process, it is dependent on having a job in which the man can learn how to use his resources, in an organization structure that will permit it and with a superior who will coach him," Mr. Hawkins said.

"Some of the assumptions we are making in appraisal programs are almost frightening." He doubted the assumption that all men want to advance and to know how they are getting along. "I don't believe there is a person in this room who wants to be called into the boss's office tomorrow morning and told, 'You are doing a lousy job.' What you... and I want... is to be called in by the boss and told one of two things: 'It is a wonderful job you are doing, you are irreplaceable,' or, 'Boy! are you good, there is a major promotion ready for you right now.'"

The idea that work is important to a human being is "terrible old-fashioned and completely against the social climate of our time, that work is something you are supposed to avoid," but "I do not believe that," the speaker said. He believed that people were not happy, and that children could not develop unless they were doing some work. He allowed, however, that money had some value as an incentive; and he ascribed the present difficulty in getting boys to undertake apprenticeship training to the lack of sufficient money incentive, in comparison with what could be earned by "some guy who knows nothing" and "has done nothing."

The question as to the relationship between the efficiency of a machine and the wages that should be paid to the man who operates it was raised by the speaker. Should the operator of a new and much more productive machine be paid more than the operator who is still plugging along with the old machine? and, if so, how much more? he asked.

He thought that the changes which are coming about, not only in technology but also in our social climate, create "a real opportunity for the personnel people." If advantage were taken of this opportunity, the result would be that personnel would become an integral part of management. "There will be the utilization of the physical, mental and emotional resources of the organization through a process of administration to accomplish the organiza-

tion's aims. It will not be something that is tacked on, not just a department attracting the peripheral and nuisance activities."

### Question Period

As an illustration of his contention that work was important to a human being, Mr. Hawkins mentioned a certain man whom he had known both as a union organizer and as a semi-skilled employee of a company. As an employee he had been a "bum" but when he became a union organizer he had worked seven days a week, 12 hours a day, ill or well, and thought nothing of it. Yet he was getting about the same pay as when he worked for the company.

Referring to seniority, he said, "I think this is an utterly unintelligent fight between management and unions if you accept the premise that we have to get some productivity. If on the other hand, you accept the premise that the thing is less work... that work is something to despise and get rid of, you will not agree with me." He was not saying that seniority was no good, but that the way it was used was not good.

Answering a question, Mr. Hawkins said that he thought we were making a serious mistake in "pointing the finger at the unions and blaming them for all kinds of things." The unions existed within a social climate and it was our social climate, not the unions, that was responsible for current attitudes toward work as something distasteful.

### Prof. B. M. Selekmán

"Power and morality in Labour Relations" was the theme of the dinner speaker, Prof. B. M. Selekmán, Kirstein Professor of Labor Relations at the Harvard University Graduate School of Business Administration.

We think of power as coercive power. There are also economic power and political power. In the early stages of organization these are the forms in which power appears. But reason, logic and morality are also most potent forms of power, which in later stages of development are preferred to the cruder forms, Prof. Selekmán said.

In some connections reason is the primary way in which we mobilize power. But morality is one of the most important forms of power. The power of conscience haunts us night and day. The desire to do right and to avoid doing wrong, and the inner struggle to be right with ourselves is strong in all but the most immoral. Conscience is one of the saving graces of mankind, the speaker asserted.

In labour relations we should recognize the place of dignity, equality of opportunity and a system of due process by which an accused person is given a fair hearing. The objective of industrial relations should be justice and equity similar to that which prevails under the law, and this had been the great lack in industry until recent years.

In earlier times industry had been subject to the will of the owner, and in the United States it took bloody strikes to awaken industrial leaders such as the Rockefellers to the simple elements of morality in labour relations. As an outcome of two such strikes had come the recognition of human relations in two large companies; and the later philanthropy of the Rockefellers, which had led them to establish the Rockefeller Foundation, to bring about a revolution in medical education, and to help to expose exploitation in other industries stemmed from their reactions to the pricks of conscience.

Power can be used for righteous, as well as for unrighteous ends, Prof. Selekmán said. He pointed out that the rate of technological growth has doubled itself over the last 15 years, or at a rate twice as fast as the growth of population. Do we realize the tremendous augmentation of power that technology is putting into the hands of management, and what are we going to do with this power?, he asked.

Before the great depression in the thirties there had been hardly any union organization in the mass production industries, but during that period had come great expansion of union power. Now the balance of power was shifting back from labour to management. The strike is becoming archaic, the speaker contended, pointing out that some plants, such as those in the chemical industry, had been kept going in spite of strikes with a small emergency force of supervisors.

Turning to the coal industry in the United States, Prof. Selekmán said that John L. Lewis had been able to obtain for his miners the highest wage rates ever paid, along with a union-administered welfare fund. But in return, the mine owners had been given the green light to mechanize, and as a result the number of miners employed in the industry had dwindled from 500,000 to 100,000 in 10 years.

Owing to strikes, their supposedly adverse effect on the competitive position of industry, and so on, unions were now "somewhat in the dog-house," but the revolution in the position of labour had been due to the unions. In collective bargaining the unions had been provided with agencies for remedying injustices. One reason why they

are so solid now is that this question of morality has been pretty well taken care of, Prof. Selekmán suggested.

He thought that the greater responsibility rested with management, because greater power was in its hands, and it administered the changes that were taking place in industry. The terrible thing is that unless we plan for technological changes they may be disastrous to our society. Prof. Selekmán pointed to the unemployed coal miners, auto workers and steel workers, many of whom, he said, will never work again at their old jobs.

The speaker cited the telephone companies as an example of concerns that had planned for technological change. He admitted that they had had the advantage of operating in a closed market under monopolistic conditions, and that the coal companies could not have done what the telephone companies had, to mitigate the effects of technological change; but it might be said that both they and the United Mine Workers could have done something rather than sacrifice the miners who had been thrown out of work by the changes.

Companies and governments must also work together to lay plans for retraining and for relieving the distressing effects of technological changes.

Now is the time to establish a code of ethics that we can all accept as part of our equipment, he urged. We need a code of social ethics, or we may lose to another system that promises these things and that in the short run does give security.

The machine is taking the place of man and in the long run this is a good thing. We have the potential wealth with which to build a great society. "We must have the machine serve man, not man serve the machine," the speaker said.

#### E. Floyd Henry

The popular adoption of the word "automation" has led to much confused thinking on the subject of technological change, and the many emotional connotations associated with it have added to this confusion, said E. Floyd Henry, Managing Director of C.M.S. Counsellors Ltd., management consultants specializing in industrial relations counsel and services to management.

We have been almost drowned in the flood of words that have been written in recent years about automation and its effects on industrial relations. Even university professors have not been immune from "automation anaesthesia," he said, and he proposed to lead his hearers through something of the maze of material that had been written on the subject.



The literature on this subject contains a large body of interesting but unsupported ideas on the effect of technological change, and little research has been done in case studies, especially of Canadian origin, the speaker pointed out.

The terms technological change and automation were used almost synonymously; yet according to some authorities automation was an old story, while by others it had been called a new dimension in technological change. The popular tendency was to label any modern technique of production as automation, but some authorities drew a distinction between automation and technological change, applying a more precise definition to the former description.

There is much difference of opinion about the effects of automation or technological change on manpower requirements, the speaker said; and some management executives, economists and even government officials have made misleading statements. Technological change will not make human labour superfluous, and there is evidence of little technological unemployment in Canada, Mr. Henry contended.

Giving one firm as an instance, he said that in the Steel Company of Canada not a single employee has been laid off because of technological change. The Stelco agreement contains provisions regarding employees who are rendered superfluous by such changes, but it has not been necessary to invoke them, and no grievances have arisen on that score.

One popular hypothesis is that automation increases the need for skills of various kinds, but the evidence suggests that sweeping statements on the subject cannot be supported. According to one authority, automation does not in the long run raise skill requirements, although it seems to do so in the early stages of change. Many of the new machines do not seem to call for operators who require much training.

Some of the unfounded statements regarding the increasing need for skill are being used to support a demand for grandiose government schemes for retraining, he said, and there is a lot of loose thinking in some management circles. Mr. Henry explained that he was not suggesting that more training was not needed, but he was sceptical about the kind of training that would be done, and he thought that it was necessary to be careful to identify national training needs.

"The more highly specialized the training the greater the likelihood of early obsolescence," the speaker said, quoting from one authority. Organized labour should take a long look at its traditional policies with regard to apprenticeship. He gave instances

in which unions had co-operated with employers in the training of workers. Employers, he thought, should not be expected to train workers for other employers.

Referring to seniority rules as an obstacle to retraining programs, Mr. Henry asserted that if the unions continue to press for these schemes it will be difficult for them to give a rational defence for some of their seniority principles. Rigidity of seniority rules might mean that some displaced employees would be unable to get employment after they had been retrained. Pressure by the unions for broader seniority provisions may increase difficulties of this kind, he said.

Research is needed to determine the effect of technological change on industrial relations, both from the union and from the management point of view. Research of this kind would not only fill gaps in our knowledge, but would also challenge some of our concepts, the speaker believed.

The evidence does not seem to suggest that the main machinery of collective bargaining needs major changes, or that it will not continue to be an effective method of settlement. Mr. Henry said that he did not look for any significant changes in collective bargaining as a result of technological change.

### Question Period

Dr. Donald Armstrong, who led the discussion following Mr. Henry's address, said that the speaker had presented the idea that technological change was not new and that some of its effects had been greatly exaggerated. Unemployment was not caused by technological change, and it was hard to believe that it rendered personnel adjustment more difficult or the role of education more important.

He suggested a sinister political plot to blame unemployment on automation and the lack of education. It was natural that the first people to be laid off should be those who were the least productive and least well educated, and it was nonsense to present more training as a solution to the unemployment problem.

We must recognize that technological change is at present taking place in a climate of heavy unemployment, and that it was consequently getting the blame for unemployment. Under these conditions, he thought that the unions would become more militant and more hostile to technological change.

Replying to a question by one of the delegates, Mr. Henry agreed that employers should plan for technological changes in advance, and they did so. The very nature of such re-organization necessitated advance planning. As to who should be responsible

for retraining, he said that the employers are doing this training. He could see some reason for granting severance pay, but he thought that it should be given in a lump sum, and should not go on and on. One problem regarding severance pay, however, was the tendency to go out and spend it all at once.

Asked what he thought of the National Productivity Council and the summit conference of management and labour representatives called some months ago by the Minister of Trade and Commerce and the Minister of Labour, the speaker said that although they probably performed a useful role, he thought it was mainly in providing a political sounding board. He doubted their practical results and he said it would be interesting to know how the Productivity Council would increase productivity.

The discussion leader thought that retraining should be done in the new job, not in the old one. "How do you know how to retrain without knowing what you are training for," he asked.

Mr. Henry did not agree with the charge made by a delegate that employers do not live up to their social obligations, and that they treat their employees in a cavalier way when they move a plant to a new locality. He had found that companies he had worked with had a strong sense of social responsibility. He did not know that the "runaway plant" was a big problem in Canada as yet.

One of the delegates questioned the view that technological change had not directly caused unemployment. He thought that it had still more closed off opportunities for employment, and he instanced the automobile industry and the coal mining industry as cases in point. He suggested that technological change had caused underemployment, as for example in the maintenance departments of the railways.

Mr. Henry said he did not deny that individuals were displaced, but he was referring to the gross effect on employment. He would like to hear more about technological employment, instead of unemployment.

Prof. Jack Barbash

The trade unions are shifting to the recognition that job displacement as a result of technological change is inevitable, and their efforts are being directed toward easing the effects of this displacement on the union and on the individual "through joint participation and transitional devices." This was the view expressed by Prof. Jack Barbash, Professor of Labor Education and Economics at the University of Wisconsin, and former Director of Research and Education, Industrial Union Department, AFL-CIO.

The response of the unions to this situation is taking the form of demands for advance notice of technological changes, for reduced working hours, for enlargement of the normal reach of seniority, for the protection of jobs by collective bargaining, for severance pay; or, in the case of the United Automobile Workers, for an annual wage or salary. Labour is also turning toward legislation as an important means of softening the effect of job displacement, showing, in this respect, a striking departure from past policy.

Management now has the initiative and is the challenging party, Prof. Barbash said. The emerging phase might be described as the unions contained, instead of the unions on the march. Labour is now placing a strong reliance on public policy to maintain a high level of employment, if not full employment. Collective bargaining can have only a "micro-effect", and government alone can deal with the situation on a "micro-effect" basis.

The present union aim is for a limited welfare state approach domestically, the speaker said. Increased unemployment benefits and a demand for more help for depressed areas are examples of this.

In collective bargaining, the unions are shifting from a "commodity" approach to a "welfare" approach, Prof. Barbash said. As an instance of this, he mentioned the UAW's aim of securing payment of production workers on a salary basis, the same as office workers, and unions contention that employment by the hour is "obsolete, uneconomic, irresponsible and unjust."

This change in union policy, in regard to both collective bargaining and legislation, was entirely pragmatic, the speaker said. Ideology played no part in it. Collective bargaining was still the chief concern of the unions, but *laissez faire* in public policy was no longer accepted.

"The most dramatic development in collective bargaining policy to ameliorate the impact of displacement is the adoption of the principle that loss of job rights can be liquidated by a financial settlement between the displaced employee and the employer," Prof. Barbash pointed out.

Management on its side was demanding more freedom of manoeuvre in dealing with manpower, and this would be its *quid pro quo* in relation to the demands of the unions. Management was willing to pay for this freedom of manoeuvre through collective bargaining, to liquidate the employees' interests in return for increased manoeuvre-ability and freedom to plan his manpower requirements.



Management's position now is that the market can no longer sustain price increases, that management must assert itself, and that the unions must be put in their place and told who is boss, Prof. Barbash said. He found, however, little merit in the "hard line, ideological, upper-case management rights approach," by management. Any form of union power is in a real sense an invasion of management rights. But the workers are losing jobs, "and you can't expect the unions to take it lying down." There was no evidence, he felt, that the surrender of rights by the unions would increase management's efficiency. The hot breath of labour down the neck of the employer has been an incentive to reduce costs, the speaker contended.

Prof. Barbash said that he thought he knew what was bothering management, but the right method of dealing with questions of management rights was to concentrate on specific situations, he asserted. The unions would not respond to arguments based on a general theory of management rights, and if they were to submit to the unbridled right of management to make changes "without references to the human consequences," they would be abdicating their responsibilities.

Union work rule practices are not a critical factor, Prof. Barbash contended. He admitted that the unions had sometimes held on to unreasonable work practices, but if management wanted to get these changed it must deal individually with specific cases, and must confront the unions with reasons for the changes it wanted.

The speaker took issue with those economists who advocated a policy of national wage restraint. How could such a policy be implemented in a market economy, he asked. Economists should have no need to become emotional. "For economists to act like ordinary human beings seems like a breach of the work rules of our craft," he said.

Prof. Barbash disagreed with the idea that industry-wide collective bargaining was inflationary, contending that it was no more inflationary than piecemeal bargaining.

The tone of a good deal of union propaganda has more anti-boss bias than is necessary, and this hinders unions in their organizing efforts, the speaker thought. But the provocation has been great. "By and large, management circles have never publicly acknowledged the existence of the union in a constructive way," he said. However, both unions and management could afford to discard of some of their "juvenile postures".

"My own view is that the answers to the labour problems caused by accelerated technological change must begin with economy-wide programs. I am in general agreement with the view that hyper-cautious anti-inflationary attitudes have been responsible for the deterioration of our economic position. The economy of the United States has demonstrated its capacity to avoid major depressions. We have not been able to master the techniques of avoiding excessively frequent recessions," the speaker said.

### Question Period

Management's new "hard" line is the result of its improved bargaining position, Prof. Barbash said in replying to a question during the discussion period that followed his address. It is easier for unions or management to adopt a statesmanlike attitude when their own position is strong, and the present defensive attitude of the unions is due to the difficulties of their position, he pointed out.

Although he admitted that the impact of foreign competition was stronger in Canada than in the United States, he thought that too much was being made of it.

Regarding the shorter work week as a means of adjusting to technological change, Prof. Barbash confessed that he was at odds with other economists. Historically, he said, our reaction to technological change has been to expand leisure time. From this he argued that shorter hours were needed to enable the slack in industry to be taken up. He suggested that in effect, owing to short working time, we may now be under the equivalent of a 30-hour week without reaping its benefits.

As to the effect of shorter hours in leading to an increase in "moonlighting," the speaker asserted that moonlighting is inevitable in a free society. He thought that it was the result not so much of a desire for more money, as of a certain "basic poverty in our lives." Some of us feel disoriented if we are separated from our jobs, he suggested.

Several of the economists present demurred to Prof. Barbash's view of the shorter work week as an answer to technological unemployment. One of them contended that structural unemployment could be cured by reliance on the market if fiscal and monetary policy were such as to promote a full employment climate. He agreed, however, that public dislike of deficit financing and difficulties over the international balance of payments presented a psychological obstacle to the implementing of such a policy. The unions should regard the question of the shorter work week as a matter of choice, not of necessity, he said.

Prof. Barbash admitted that he found little to disagree with in this view. He thought, however, that the shorter work week idea was not so catastrophic as most economists seemed to think. He did not see collective bargaining as a major factor in developing policy on such matters, he said.

Union work rules cannot be thrown out overnight, and they must be dealt with piecemeal or they will not be dealt with at all, Prof. Barbash asserted. Progress would be made only by patient work, specific cases must be concentrated upon, and preaching on general principles would not get things done.

Unions are good for management as well as for the employees, the speaker believed. Most employers, if they had their choice, would prefer to deal with an organization rather than with a rabble. "There can never be mutuality between the order-giver and the order-taker," but there was no need to go for the jugular. Collective bargaining has brought law and order

to labour relations, and has eliminated the "primitive savagery" of earlier times in the United States, he said.

A delegate asked Prof. Barbash how he would feel about management's attitude to unions if the latter were trying to establish a political party that proposed to nationalize industry. Prof. Barbash's reply was that he thought his attitude would be the same. In a free society, with the means of influencing public opinion that they had at their command, the companies should be able to defend themselves against labour party attacks. He could think of good reasons against nationalization. The exercise of power has a brutalizing effect, and the great exaltation in a sense of ownership felt by unionists in countries where industries were taken over by the government evaporated as soon as a supervisor said, "You go and do that."

In the United States, however, the speaker thought that management's hostility to labour had mounted as a result of the union's actions in the political arena.

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## NES Counselling and Placement in the 1960's

Matching jobs and workers main problem when unemployment high, skilled labour scarce, Director of National Employment Service says. Improvements in service and expansion of executive and professional placement counselling planned

To get workers into jobs they can do best is the best for the individual worker, the best for industry, and the best for the country, William Thomson, Director of the National Employment Service told the University Counselling and Placement Association meeting in Montreal last month.

Matching jobs and workers presents special difficulties at a time when, as at the present, shortage of skilled labour exists while there is a relatively high unemployment, Mr. Thomson said.

The National Employment Service has had to handle a situation of either unemployment or labour shortage ever since it has been established, but a new situation faces the Service now: "There are many job openings which we are unable to fill locally, jobs which we have had to place into clearance... These are mainly professional, managerial or skilled jobs. At the same time we have many, many applicants registered, a large proportion of them unskilled or semi-skilled, for whom we have no openings."

Bringing most job seekers and employers together through local employment offices is desirable if a well organized labour

Placements made by the National Employment Service in 1960 totalled 958,000, W. Thomson, Director of the NES said during his address to the University Counselling and Placement Association.

This total consisted of placements in skilled, semi-skilled, service, professional and managerial, sales and clerical, and other occupations.

Included were youth (first-jobbers), handicapped, veterans, older workers, immigrants, ex-prisoners, ex-service men, graduates, undergraduates, claimants for unemployment insurance benefits as well as non-claimants, and those employed but seeking to improve their positions as well as the unemployed.

Some 30,000 placements involved moving workers from one part of Canada to another.

market is to utilize effectively the existing manpower and to keep pace with the industrial development, Mr. Thomson added.

It is not too difficult to get most job seekers to report for employment at the NES offices, because workers, with the exception of executives and professional workers, must register for employment as a condition for drawing unemployment insurance benefits.



No such obligation, however, exists on the part of the employers. To acquaint them with the facilities available, NES employer relations officers must engage in salesmanship and, through periodical visits, solicit and obtain orders, Mr. Thomson explained.

"This salesmanship must be backed by a high degree of 'know-how' in the filling of these orders. If it is not supported by selection work of such calibre that it is superior or less expensive to hire through NES than can be accomplished by the employer hiring direct, then we just don't get the hiring business of that employer again," Mr. Thomson said.

Within the general program of manpower development, selection and referral of workers to jobs on which they are most likely to perform with success is as important as training, expansion of training facilities, or upgrading of skills, Mr. Thomson believes.

Importance of the National Employment Service in this respect is underlined by the fact that proper selection of workers contributes to increased productivity, lowering of industrial costs, and subsequent improvement of Canada's competitive position abroad and employment situation at home.

The efficiency of the Service depends largely on its being properly staffed by qualified placement officers who, in addition to making almost a million placements annually, handle about a quarter of a million counselling interviews per year. The importance of staffing was stressed by Mr. Thomson, for "if the organization is not properly staffed, either in number or in calibre, there will be little likelihood that most employers will make use of the service, and when the service is not used by employers, then the results will not justify its existence, the service will become an extravagance. If, on the other hand, the service is properly staffed, and employers can be supplied with the kind of help that will perform successfully on the job, then the employment service becomes a good investment," Mr. Thomson said.

As to counselling, employment rather than educational counselling is the proper concern of the NES, Mr. Thomson pointed out. However, it is not always easy to distinguish between the two; for example, NES counsellors persuade about 3,000 school drop-outs each year to return to school and finish or try to finish their training.

Mr. Thomson noted that the increasing number of counselling interviews, given mainly to young people, indicates that NES is adjusting to developments in this area. Youth is the segment of population that

In talking to the University Counselling and Placement Association, W. Thomson, Director of the NES, cited the estimates of the labour force increases made by the Gordon Commission on Economic Prospects.

The estimate was that the labour force will increase from 6.2 million in 1959 to 8.1 million in 1970, an increase of 31 per cent.

By age group, it is estimated that the number of those from 14 to 24 years of age will increase by 51 per cent, and that of those from 14 to 19 will increase by 60 per cent; the older groups of 45 to 64 and 65 and over will rise by 30 and 32 per cent respectively; the middle age group, made up of people from 25 to 44 years of age, will increase by only 17 per cent.

In terms of skills, this means that in the span of a decade we will have an over-surge of unskilled or lower skilled workers as represented by those in the younger age group; a moderate supply of the skilled in the upper age groups; but a shortage of workers in the 25 to 44 age bracket—mainly skilled.

provides the greatest challenge for the counsellors and needs most assistance in employment problems.

"The influx of young workers and the finding of jobs for them would represent a formidable problem in itself. But to aggravate this problem, there is the matter of technological development in industrial methods and processes. The demand for the type of worker likely to do the job successfully will be such as to require much more in the way of education, training, experience, and so on—at the very time when the supply of workers possesses less rather than more of these qualifications.

"Only one third of the jobs in our economy are of a semi-skilled or an unskilled nature. But 70 per cent of school children leave school without achieving junior matriculation or its equivalent—in many cases ill equipped to compete for skilled or even semi-skilled occupations."

To cope with this situation, and with the predicted changes in the labour force over the next decade, NES is undergoing and planning a number of important changes in its organization, Mr. Thomas reported.

"In recent years, we have provided full-time special placement officers to some 75 additional local employment offices where previously counselling of young people was done by officers with other responsibilities. We have augmented our staff of general placement officers by some 500 additional positions since 1957. Salaries of placement officers have been increased substantially, thus enabling us to raise recruitment qualifications and thus ensuring a better calibre of personnel to carry out this important work."

Additional improvements mentioned by Mr. Thomson consist of stepping up NES over-all activities, concentrating on youth in need for upgraded education and skills, intensifying public relations and publicity programs, and extending communication facilities.

An expansion of executive and professional placement facilities is the next step planned by the NES, although the present demand for professional manpower is being met more or less adequately by the rapidly expanding universities.

A growth of about 40 per cent is estimated for executive and professional positions during the next ten years but, taking into account retirement, wastage, migration, etc., the increase will possibly equal around 65 per cent of the existing total of executives and professionals, Mr. Thomson said.

In preparation for meeting this future need, NES plans to re-organize its executive and professional placement service across the country.

The plan calls for between 35 and 40 key offices, each staffed with qualified executive and professional personnel, to service a number of smaller surrounding offices.

A pilot study using this approach is now being conducted in London, Ont., and evaluation of its results will provide a

basis for national implementation of the plan across Canada, Mr. Thomson said.

One of the obvious requirements of the new plan is a substantial increase of the NES staff; in preparation for the planned re-organization, the present staff in individual offices has been assessed and in some cases increased to cope with the work more efficiently. Salaries also have been increased; and the qualifications for executive and professional placement officers raised accordingly.

"In the spring of 1959, we operated eight full-time placement offices at different Canadian universities. Since that time, we have added seven additional offices," Mr. Thomson reported.

"These seven new offices include our first office at a technological institute, namely the Southern Alberta Institute of Technology in Calgary. It is of interest to note that our full-time offices last year passed what we call the half-way mark, since these offices serve now more than half of the total university student population of the country. In addition to these full-time offices, we provide placement service to many educational institutions on a part-time basis."

Mr. Thomas believes that, in view of the rapid acceleration in university growth, some of these institutions will have to be provided with a full-time placement service.

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## U.S. Area Redevelopment Act

Purpose of the new Act is to stimulate lasting improvements in depressed areas through financial aid to local economies and to create new employment through development of new facilities rather than by transferring jobs from other areas

Help to chronically depressed areas suffering from persistent unemployment is the object of the Area Redevelopment Act, passed by both Houses of the U.S. Congress and approved by President Kennedy in May.

The purpose of the Act is to stimulate lasting improvements in distressed areas through financial aid to local economies and to create new employment by development, expansion, and diversification of new and existing facilities and resources rather than by merely transferring jobs from one area of the United States to another.

The Canadian measure with a similar purpose was the Special Capital Cost Allowance Program announced in the supplementary budget of December 20, 1960 (L.G., June, p. 543).

A new agency has been created under the jurisdiction of the Secretary of Commerce to administer this long-range program, distinct from short-term anti-recession measures. It is intended to supplement local and state initiative and resources by providing technical assistance and funds to community leaders drafting suitable redevelopment plans for their areas. William L. Batt, former Pennsylvania state Secretary of Labor, has been appointed to head the agency as its first Area Redevelopment Administrator.

A fund of \$394 million is provided by the legislation, \$200 million of which are to be spent on loans for rural and urban building and improvement programs, \$100 million on long-term, low-interest loans for



development of public facilities, \$75 million on grants for smaller communities that cannot afford the loans, and the rest for various forms of occupational training programs, subsistence benefits for the unemployed being retrained, and research.

Redevelopment areas are defined by the law as those areas where "the rate of unemployment, excluding unemployment due primarily to temporary or seasonal factors, is currently 6 per centum or more" and where the annual average rate of unemployment has been above the national average at least 50 per cent for three of the preceding four calendar years, 75 per cent for two of the preceding three calendar years, or 100 per cent for one of the preceding two years.

Loans can be given for the purchase or development of land and facilities including machinery and equipment, for industrial and commercial usage, and for the construction of new or rehabilitation of abandoned buildings, as well as for conversion or enlargement of existing buildings. Financial assistance is not to be extended to working capital or for relocation from one area to another. A limit of \$100 million each is set for rural and urban areas. Financial participation from other sources is required for loans to private or public sponsored projects; the fund's share is limited to 65 per cent of the cost and the loan is subject to a 25-year limit including possible extension.

Another \$100-million share of the total appropriation is to finance, through loans, the purchase or development of land for public facilities, to improve opportunities

for successful establishment or expansion of industrial or commercial plants which could alleviate more than temporarily the unemployment or underemployment in the area. For a similar purpose and under similar terms, a grant fund of \$75 million is available to smaller communities that cannot afford the loans.

To obtain federal loans or grants under this Act, local groups must draw plans and arrange for state and local financing of at least some portion in most projects, which must also be approved by state development agencies and the Washington administrators.

Training and retraining of the unemployed residing in a redevelopment area is to be financed with \$4.5 million annually, and subsistence up to a \$10-million total is to be distributed among the persons being trained, in amounts equal to the average unemployment compensation payment.

The remaining \$4.5 million of the total Redevelopment Act appropriation has been set aside for financing technical assistance studies of depressed areas, which would evaluate the needs and potentialities for their economic growth. Private individuals, firms, or institutions may be contracted for such research.

The Secretary of Commerce is also responsible for a research program on the causes of unemployment and underemployment and chronic depression, and for the formulation and implementation of programs to raise income levels and solve these conditions.

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## Record Employment in Britain during 1960

A record number of workers employed has been reported from Britain in 1960. At the same time, a downward trend in unemployment developed: the number of people out of work at the end of December was 365,000, which was 56,000 less than the previous year.

The number of workers employed reached its peak in November with almost 24,000,000; one third of these were women, about four million of whom were married. Approximately one in three of the married women in Britain is employed.

Manufacturing industries and distributive trades expanded during the year, while the labour force in agriculture, which had been declining for several years, again showed a decrease.

Nearly 538,000 young people under 18 left school to start work, and were readily absorbed in the labour market. The number and proportion of boys and girls entering skilled occupations also increased.

Overtime work continued at a high level in the manufacturing industries.

# Industrial Fatalities in Canada during the First Quarter of 1961

Deaths from industrial accidents numbered 216 in first quarter, a decrease of 23 from previous quarter and of 37 from first quarter of 1960. The largest number of fatalities occurred in transportation, storage and communication

There were 216\* industrial fatalities in Canada in the first quarter of 1961, according to the latest reports received by the Department of Labour. This is a decrease of 23 from the previous quarter, in which 239 were recorded, including 42 in a supplementary list. In the first quarter of the previous year, 253 fatalities were recorded.

During the quarter under review, there were four accidents each resulting in the deaths of three or more persons.

On March 22, three fishing boats, the *Muriel Eileen*, *Marjorie Beryl* and *Jimmy and Sisters*, the crews of which totalled 17 fishermen, were caught in a storm in the Emera Bank area about 110 miles southeast of Lockport, N.S., and all of the men were drowned.

A fishing vessel carrying eight men was lost at sea on February 23, off the coast of Vancouver, B.C.

Seven employees of a logging company were drowned at Malaspina Strait, B.C., on February 13, while being transported by vessel.

Three firemen fighting a fire in Quebec, Que., on March 12 were buried under tons of rocks when the wall of a four-storey building fell on them.

Grouped by industries (see chart page 661) the largest number of fatalities, 34, was in the transportation, storage and communication industry. Of these, 17 were in local and highway transportation, 8 in railway transportation and 6 in water transportation. Fatalities recorded in this industry for the same period in 1960 numbered 45; of these, 16 were in local and highway transportation, 13 in railway transportation and 10 in water transportation. During 1960's fourth quarter, 22 fatalities were recorded; of these, 7 were in local and highway transportation and 6 each in water and railway transportation.

\*See Tables H-1 and H-2 at back of book. The number of fatalities that occurred during the first quarter of 1961 is probably greater than the figure now quoted. Information on accidents that occur but are not reported in time for inclusion in the quarterly articles is recorded in supplementary lists and statistics are amended accordingly. The figures shown include 52 fatalities for which no reports have been received.

During the quarter, three groups of industries, logging, manufacturing and construction, recorded the same number of fatalities, 30.

The 30 fatalities in logging represented a decrease of 2 from the 32 that occurred during the same period last year and an increase of 3 from the 27 recorded during the fourth quarter of 1960.

Of the 30 fatalities recorded in manufacturing, 7 were in iron and steel products, 6 in wood products, 4 in non-ferrous metal products and 3 each in food and beverages and transportation equipment products. During the same period last year, 52 deaths were reported; 10 of these were in iron and steel products, 8 in food and beverages, 5 in non-ferrous metal products and 4 each in paper products and non-metallic mineral products. Accidents during October, November and December of 1960 resulted in the deaths of 42 workers in manufacturing; 12 of these were in iron and steel products, 7 each in food and beverages and wood products, and six were in transportation equipment.

The 30 fatalities recorded in the construction industry were distributed as follows: 22 in buildings and structures, 3 in

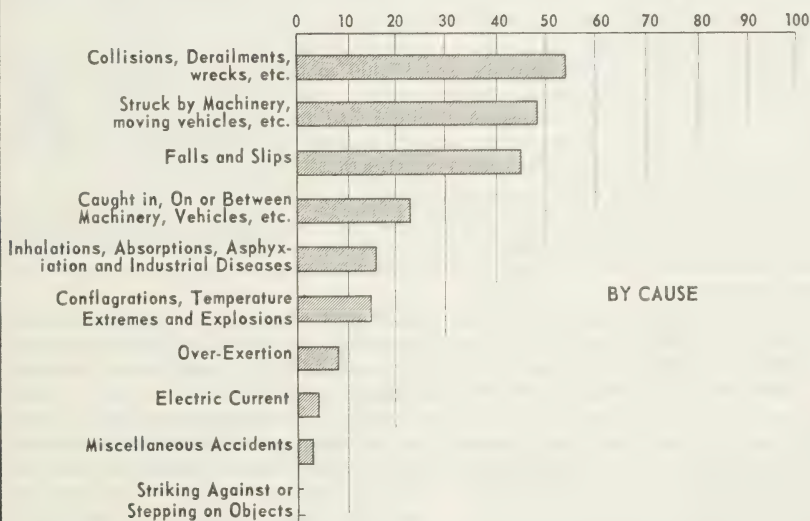
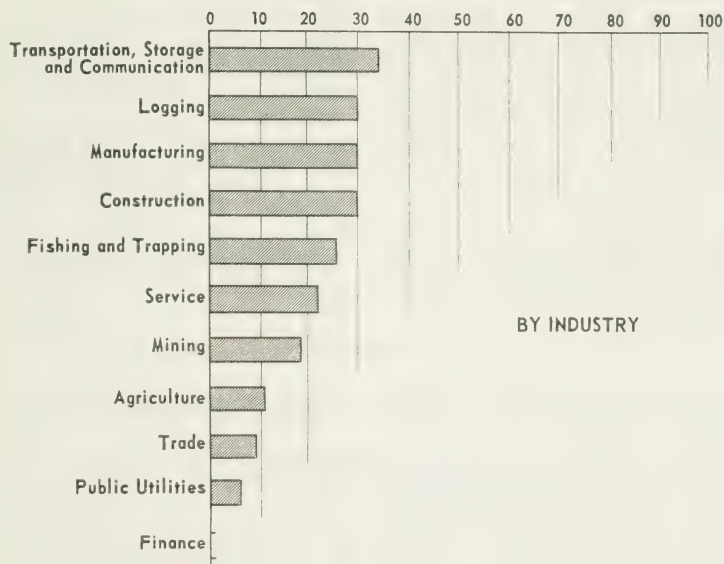
The industrial fatalities recorded in these quarterly articles, prepared by the Working Conditions and Social Analysis Section of the Economics and Research Branch, are those fatal accidents that involved persons gainfully employed and that occurred during the course of, or arose out of, their employment. These include deaths that resulted from industrial diseases as reported by the Workmen's Compensation Boards.

Statistics on industrial fatalities are compiled from reports received from the various Workmen's Compensation Boards, the Board of Transport Commissioners and certain other official sources. Newspaper reports are used to supplement these data. For those industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping and certain of the service groups is not as complete as in those industries that are covered by compensation legislation. Similarly, a small number of traffic accidents that are in fact industrial may be omitted from the Department's records because of lack of information in press reports.



# INDUSTRIAL FATALITIES IN CANADA

First Quarter of 1961



Source: Economics and Research Branch, Department of Labour.

highways and bridges and 5 in miscellaneous construction. For the same period last year, fatalities in this industry numbered 27: 13 in buildings and structures, 12 in highways and bridges and 2 in miscellaneous construction. During 1960's fourth quarter, 47 fatalities were listed: 29 in buildings and structures, 12 in highways and bridges and 6 in miscellaneous construction.

There were 26 fatalities in the fishing and trapping industry during the quarter, an increase of 19 from the 7 recorded during the first quarter of 1960 and of 21 from the 5 recorded during the fourth quarter of that year.

An analysis of the causes of the 216 fatalities during the first quarter (see chart page 661) shows that 54 (25 per cent) were under the heading "collisions, wrecks, derailments, etc."; 29 involved watercraft, 20 involved automobiles and trucks and 7 involved tractors and loadmobiles.

The cause "struck by" was responsible for 48 deaths. Of these, 24 were in the category "other objects," 17 were caused by moving vehicles and 7 were the result of being "struck by tools, machinery, cranes, etc." In the classification "falls and slips," 45 fatalities were recorded, all but two of which were caused by falls to different levels.

Twenty-three fatalities were the result of being "caught in, on or between." Of these, 10 involved machinery, 8 tractors and loadmobiles and 2 automobiles and trucks.

By province of occurrence, the largest number of fatalities was in Ontario, where there were 75. In British Columbia there were 44, in Quebec 31, and in Nova Scotia 22.

During the quarter, there were 68 fatalities in January, 75 in February and 73 in March.

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## Engineering and Scientific Salaries in 1961: Preliminary Survey

Half of the engineering and scientific professionals surveyed in January 1961 (L.G., Jan. p. 19) had salaries between \$6,700 and \$10,000 annually, the Economics and Research Branch of the Department of Labour announced in a preliminary report published in April. Median salary rate of the surveyed group was \$8,100, while the top 10 per cent received more than \$12,700 and the bottom 10 per cent less than \$5,700 median.

Four main fields of specialization covered by the survey were agriculture, engineering, natural science, and veterinary science. About 65 per cent of those who replied to the survey were employed in private industry, 25 per cent in all levels of government, and 5 per cent each in university and high school teaching.

All specializations combined had median salaries of \$8,700 in universities, \$8,500 in private industry, \$7,500 in high schools, and \$7,400 in Government. Private industry paid the highest median salary, \$8,600 in engineering, which also marked the highest median—\$7,900—in Government service. Agriculture had the highest median in universities—\$9,100; natural science brought the highest median in high schools. Except for engineering, universities paid the highest median rates in all specializations.

Regional levels of salaries were computed for engineering graduates only; they reached the highest point in Ontario with \$8,600 median and the lowest with \$7,700 in Atlantic provinces. A sufficient sample of engineers of Canadian citizenship employed in the United States indicated that salary rates for this group were above the comparable medians for all Canadian regions.

According to function, executive and administrative work showed the highest level of salary rates, with the 1920-29 graduation years in engineering at \$13,600 and in natural science at \$13,400 median. Graduates of 1950-59 registered the lowest salary rates in all types of positions and in both engineering and natural science.

The survey revealed that only 1.6 per cent of engineers and scientists in Canada were women, and that 91.5 per cent were working for an employer, 8.2 per cent were self-employed, and only 0.3 per cent were unemployed. The median age of the group was 37 years.

A more detailed statistical report on 1961 survey results will be issued later this year. Copies may be obtained from the Economics and Research Branch, Department of Labour.



## Course for Occupational Therapists

An 18-month course at Kingston helps relieve the shortage of occupational therapists. Study of arthritis and rheumatic diseases conducted at University of Toronto. In Quebec, 810 handicapped workmen can return to employment

With the object of relieving an acute shortage of occupational therapists in Canada, the Canadian Association of Occupational Therapy established a special 18-month course in Kingston, Ont., in 1959. This was made possible with the help of federal-provincial rehabilitation grants provided through the Province of Ontario.

The number of occupational therapists who have been graduating each year from Canadian universities has not been enough to begin to fill even existing vacancies, and new programs are being hampered by a lack of therapists with the necessary professional experience. Since World War II, Canada has benefited by an influx of trained occupational therapists from other countries, but many of them have remained for only a short time, and this temporary relief has not prevented a continuing shortage of these specialists.

Although the school is not affiliated with Queen's University, it is situated near the campus and has received a considerable amount of co-operation and help from the university. The students are enrolled extramurally in anatomy and physiology courses, and lecturers have been obtained from among members of the medical profession affiliated with the university.

The course consists of ten academic months and eight months of hospital clinical practice. The academic part of the course is divided into two periods. At the end of the first seven-month period the students leave Kingston to spend two months in hospital, after which they return for the final three months of instruction at the school. On the completion of this period they are assigned to three more hospitals to complete the final six months of the course.

The two periods of hospital practice are spent in the occupational therapy departments of Kingston hospitals.

This special course is intended for persons who have had advanced education and who may have had several years of working experience in some other field. For this reason, only 22 of the 40 applications first received were accepted. The first group of 11 were enrolled on September 23, 1959, and were to be ready for employment in April this year. The same number of students were enrolled for the second class in

September 1960. Eight provinces are represented among the students already enrolled. Each class included two male students, the first men to be trained in occupational therapy in Canada. It is hoped that the maximum enrolment of 20 students will be reached this autumn.

\* \* \*

A special unit for the study of arthritis and rheumatic diseases was recently established at the University of Toronto, with Dr. Wallace Graham as Director. Establishment of the unit was made possible by grants from the Canadian Arthritis and Rheumatism Society that will total \$125,000 over the next five years, President Claude Bissell said in making the announcement. Dr. Graham is a member of the university's teaching staff of Toronto General Hospital and has been Director of the Arthritis Unit at the Sunnybrook Veterans' Hospital for the past 15 years. The new rheumatic disease unit will make use of facilities at the Toronto General Hospital and the Queen Elizabeth Hospital.

This is the second such unit to be established recently through the co-operation of the Canadian Arthritis and Rheumatism Society, a similar unit having been opened not long ago at the University of British Columbia.

\* \* \*

The Quebec Workmen's Compensation Commission in its annual report states that last year 1,339 handicapped workmen benefited from the work of the Rehabilitation Social Service. Officers visited 2,926 employers, and 3,700 employees at their homes, and made 5,255 social visits in hospitals in the province. Due to their efforts, 810 handicapped workmen were enabled to return to employment.

\* \* \*

Plans for the establishment of a school of rehabilitation have recently been announced by the University of British Columbia. The school will train physiotherapists, occupational and speech therapists, and specialists in physical medicine. It is expected that a model chronic hospital unit will be established that may eventually be incorporated into the proposed University Hospital.

## Employment, Retirement of Older Workers

Canada's first conference on the employment and retirement of older workers, convened by Saskatchewan Aged and Long-term Illness Survey Committee, 90 delegates from labour, management, and Government from four provinces

Acceptance by society of the need for new roles for older workers will enable them to continue making a contribution to our society rather than to become "just consumers", Canada's first conference on the Employment and Retirement of Older Workers concluded.

The conference, held in Regina, Sask., last month, attracted some 90 delegates, representing labour, management, and government departments from Alberta, Saskatchewan, Manitoba, and Ontario.

The conference was convened by the Aged and Long-term Illness Survey Committee of Saskatchewan and financed by Eldorado Mining and Refining Limited, Federated Co-operatives Limited, Intercontinental Packers Limited, Saskatchewan Brewers Association Limited, and the Saskatchewan Wheat Pool.

Addresses given at the conference were: "Hiring the Older Worker is Good Business," by W. G. Scott, Employment Specialist of the Ontario Regional Office, National Employment Service, Toronto; "The Older Woman and the Working World" by Miss M. V. Royce, Director, Women's Bureau, Department of Labour, Ottawa; "Retirement Practices and Their Implications" by A. Andras, Director of Legislation Department, Canadian Labour Congress, Ottawa; and "Occupational Medicine and the Older Worker" by Dr. D. K. Grant, Director of Medical Services, The Hydro-Electric Power Commission of Ontario, Toronto. E. C. Leslie, Q.C., acted as general chairman.

"Employment of the Older Worker—Problems and Possibilities" was the topic of the guest banquet speaker, C. E. Odell, Director, Older and Retired Workers Department, United Auto Workers of America, Detroit. Mr. Odell also acted as moderator for a panel discussion in which all speakers, group chairmen, and delegates participated.

Conclusions reached by various groups at the conference included:

Older people are not all alike, and while their physical capacities may be declining gradually, their mental capacities may remain unimpaired; many conditions associated with physiological aging can be arrested and stabilized, if not reversed. There are also different concepts of what is the "good life" in the later years and

retirement; no single answer to what older people should do and how they should do it can be found.

Older workers should be given a chance to preserve their right and responsibility of participation in making decisions which affect policy and programs for older people. They need a decent level of income, housing, and health security, to keep their freedom of choice.

The definition of "older workers" used at the conference was "those of 40 years of age and over." The growing ranks of this group add a new dimension to our population, but society and the public and private agencies seem slow to accept this fact. New roles for older people must be found, and a social climate of acceptance developed by the entire society.

\* \* \*

The age group "over 45" includes many who may have been greatly affected by the depression in the 1930's, the Australian Ministry of Labour and National Service found when studying employment problems of older workers.

The present labour force includes workers who, because of the depression, had limited education, no vocational training, and broken employment during their formative years as workers. Scarcity of jobs in which they could get training while employed confined them to the unskilled group, which has the highest unemployment incidence. Age tends to increase the degree of marginality in these cases.

\* \* \*

In administrative and executive positions, the problem of older workers seeking employment appears to be not so much one of obtaining work as that of finding a position up to their expectations, sometimes based on an over-optimistic idea of their abilities and the value of their experience. Older workers also tend to be unmindful of the difficulties of taking up a responsible position in a new organization where the policies and methods differ from those to which they have been accustomed, the Ministry of Labour and National Service in Australia has found.



## U. N. Commission on the Status of Women

Delegates to Commission's 15th session discuss several aspects of employment of women; discrimination, part-time work, occupational outlook, expansion of job opportunities, women in teaching, tax legislation applying to working women

At its 15th session, held at the European Office of the United Nations, Geneva, March 13 to March 30, the United Nations Commission on the Status of Women discussed several aspects of women's place in the working world.

**Discrimination in Employment**—The representative of the International Labour Office reported that 34 countries had now ratified the Convention (No. 100) concerning equal remuneration for men and women for work of equal value. She also stated that 16 countries had ratified the Convention (No. 111) concerning discrimination in employment and occupation and that there were good prospects that the number would rise to 30 in the near future.

Although delegates noted that the general trend in the world was toward a fuller participation of women in the economic life of their countries, they were concerned about the extent to which discrimination still exists either openly or in a concealed form. They felt that married women with family responsibilities in particular were its victims. Further, the position of women in the labour market lacked durability in times of economic recession. It was therefore important to carry out a campaign of general education of public opinion in order to try to change social attitudes.

A resolution was adopted inviting the ILO to continue its studies of the whole subject. The ILO was also asked to consider the extent to which discrimination against married women is attributable to the fact that the cost of social welfare benefits is defrayed solely by employers and not out of public funds, in particular out of existing systems of social security and social services.

**Part-time Work**—Several delegates showed special interest in part-time work as a means of helping women who cannot find full-time employment or, especially those who are married with children, cannot undertake full-time work. The Commission requested the ILO to bring up to date its previous studies on part-time work for women.

**Expansion of Employment Opportunities**—In another resolution member states were urged to promote opportunities for women to obtain employment in accordance with their qualifications and abilities. The ILO was asked to supplement its regular

reports to the Commission on equal pay with information on other ILO activities that have a bearing on the employment of women, including available statistics and information on the work of its industrial committees and of the panel of consultants on the problems of women workers.

**Occupational Outlook for Women**—For several years now there has been in process a world-wide study of the access of women to training and employment in professional and technical fields where relatively few women are employed. The Commission decided to re-examine the approach to these studies with a view to placing greater emphasis on methods found useful by governments and non-governmental organizations to encourage and assist the access of women to these fields. Hope was expressed that the ILO will also find it possible to suggest a plan for studies of occupational areas where large numbers of women are employed.

**Tax Legislation Applicable to Women**—The delegates considered that the system of joint taxation of the income of husband and wife now practised in many countries results in the taxation of married persons at a higher rate than single persons, and that this discriminates against married women by causing a disproportionate reduction in the value of her earnings. As a result, married women may be discouraged from seeking employment commensurate with their training and ability.

In a resolution the Commission called upon member states to re-examine their taxation laws with a view to providing for equal treatment of men and women in respect to taxation of earned income.

**Women in the Teaching Profession**—The Commission requested the Economic and Social Council to call upon the educational authorities in the member states to ensure a complete professional training for women teachers, equal pay and equal in-service training and promotional opportunities, and equal access to posts of responsibility.

It also urged the elimination of discrimination against married women in the teaching profession by removing obstacles to their employment or re-employment and recognizing the need for maternity leave and family allowances for women teachers who are mothers.

## 50 Years Ago This Month

Most Canadian centres busy and wage increases frequent and substantial in June—1911. Montreal plasterers win eight-hour day. Ottawa brewery workers gain reduction in hours to 55 a week, Hamilton brewery workers to 50 hours a week

Most Canadian centres reported "active" employment conditions and frequent and substantial wage increases in June 1911. Increases of 10 per cent or more were fairly common, the *LABOUR GAZETTE* for July of that year stated.

In Montreal, 500 plasterers received an increase that brought their hourly rate to 45 cents from 40 cents, and 1,500 carpenters a general increase of 10 per cent to bring their average rate to 33 cents an hour from 30 cents. Besides the wage increase, the plasterers had their hours reduced from nine to eight a day effective September 1.

Carpenters in Hamilton had their wages increased from 35 to 40 cents an hour, 300 being affected. In Saint John, N.B., 50 labourers employed by the City gained an increase from \$1.50 to \$1.75 a day after a brief strike.

On the West Coast, 100 labourers employed by a construction company had their wages increased to \$2.75 from \$2.50 a day, blacksmiths employed by the same company got an increase to \$3.75 from \$3.50 a day, drillers an increase to \$3.25 from \$3 a day, and cement workers an increase to \$3.50 from \$3.25.

Some increases were smaller, 40 bricklayers and masons in St. Thomas, Ont., getting an increase of 2 cents an hour that brought their weekly wage to \$22.68 from \$21.60. Conductors and motormen in Guelph received an advance of 1 cent an hour, which brought their wages from a range of 15 to 18 cents an hour to a range of from 16 to 19 cents.

The maximum salaries of six teachers of the Collegiate Institute in Sarnia were increased to \$1,800 from \$1,600, to \$1,600 from \$1,500, and to \$1,200 from \$1,000 a year.

In Ottawa 34 brewery workers received an increase to \$13 from \$12 a week, dating from July 1, and it was agreed that their hours should be reduced from 60 to 55 a week with effect from the following January 1. In Hamilton, 85 brewery workers got the same increase with reduction in hours from 59 to 50 a week.

In a survey of the state of employment in Canada during the month of June, based on the reports of correspondents of the *LABOUR GAZETTE*, employment conditions in 16 industries and 49 cities were described by the terms: active, very active, quiet, very quiet. In the great majority of places and industries the descriptions "active" or "very active" appeared in the table showing the state of employment that appeared in the July 1911 issue.

Only in the fishing industry did the description "quiet" appear as often as that of "active." In lumbering, three of the 17 places from which reports were received said "quiet," the others reporting "active," with one "very active." In the building trades, with all 49 places reporting, Vancouver, and Fort William and Port Arthur said "very quiet"; Halifax, Newcastle, Kingston, Moose Jaw, and Lethbridge said "quiet." Eight places reported "very active," and the other 34 places said "active." In other industries, all but a few places reported "active" or "very active."

The *GAZETTE* stated that the Canadian Northern Railway Company expected to add between 700 and 800 miles of new branch lines to its system in the three Prairie Provinces during 1911.

The report of a conciliation board that investigated disputes between four boot and shoe manufacturers and their employees in the province of Quebec was published in the *GAZETTE* of July 1911. Regarding one of the disputes the report had the following to say: "The dispute arose as a result of the introduction of a new machine for pressing heels. With the old machine the plaintiff worked for 10 cents per case. The new machine requiring two operations instead of one, he asked 20 cents per case. After having heard the evidence and examined the working of the two machines we have concluded that the work is about the same: a little longer with the new machine, but on the other hand less dangerous. Charles Garneau should be paid 12 cents per case for the two operations on the new machine, or, should he prefer, \$10 per week..."



# INTERNATIONAL LABOUR ORGANIZATION

## 7th Session, Inland Transport Committee

Adopts two series of conclusions, on general conditions of work of railwaymen and on social consequences of changing techniques in railway and road transport

The Inland Transport Committee of the International Labour Organization ended its Seventh Session with the adoption of two series of conclusions and 10 resolutions. The Committee met from May 8 to 19 at ILO headquarters in Geneva.

The first series of conclusions concerned the general conditions of work of railwaymen; the second, the social consequences of changing methods and techniques in railway and road transport. Most of the resolutions had to do with social problems in the transport industry.

The 27 countries members of the Committee were represented by 206 Government, Employers' and Workers' delegates and technical advisers. The United Arab Republic and Luxembourg, which are not members of the Committee, sent observers, as also did the United Nations Economic Commission for Europe, the European Conference of Ministers of Transport, the European Economic Community and seven international professional organizations of employers and workers.

The Canadian delegation was as follows:

*Government Delegates*—G. R. Currie, Industrial Relations Officer, Department of Labour (Head of Delegation); and P. C. Cohen, Chief of Manpower Training Research Section, Economics and Research Branch, Department of Labour.

*Worker Delegates*—Roger Melançon, Vice-President, Brotherhood of Railway Carmen of America, Montreal; and W. G. McGregor, Canadian Legislative Representative and Chief Agent, Brotherhood of Railroad Trainmen, Ottawa.

*Employer Delegates*—G. A. Richardson, General Secretary, The Railway Association of Canada, Montreal; and Frank McCallum, President, Prairie Automobile Transport, Ltd., St. Boniface, Man.

### Conditions of Work of Railwaymen

The conclusions adopted by the Committee in the matter of working conditions of railwaymen included the following:

—Railway undertakings are in the forefront of economic and social life and of national defence.

—The development of technical progress and the concept of public service require, for the satisfactory operation of railway systems, an increasingly specialized staff motivated by a profound sense of responsibility toward undertakings and users.

—The general conditions of work of railwaymen should ensure for them a reasonable standard of living, stability of welfare, and social security for themselves and their families.

—Many railway systems are in financial difficulties, frequently as a result of public service commitments, such as the need to maintain services on certain uneconomic lines or the obligation of transporting all kinds of freight. This should not be a reason for maintaining general conditions of work below a reasonable standard.

—In order to ensure the future of railways and the availability of capital for their operation and expansion there should be understanding between railway administrations and workers' organizations, and joint efforts should be undertaken to compensate for the cost of improvements in conditions of work by higher output and efficiency.

—Industrial relations between railway administrations and workers' organizations should be created, maintained or developed; and procedures of negotiations, conciliation or arbitration should be promoted within the appropriate bodies in a spirit of co-operation in keeping with ILO standards.

The Committee also set out general principles for the development of permanent standards to determine the conditions of work of railwaymen. These principles have to do with hours of work, rest periods and holidays, staff welfare, and consultation between railway administrations and workers' organizations.

## Social Consequences of Technical Progress

The Committee's conclusions concerning the social consequences of changing methods and techniques in rail and road transport reflected a desire to create a harmonious social balance in rail and road transport at a time of profound technological transformation.

Regarding railways, the Committee took into account a number of important changes, among them:

- the change from steam to electric and diesel traction;
- the improvement in the capacity and specialization of rolling stock;
- improvements in signalling;
- the elimination or curtailment of services, lines or tracks;
- the improved operation of marshalling yards, often with the automatic sorting of the wagons;
- mechanical equipment for the handling of goods.

In road transport, the main changes noted by the Committee were those arising from the use of improved methods and procedures, the development and use of improved equipment, and the improvements in roads themselves.

The Committee recognized, in the light of the views expressed by the Government, Workers' and Employers' representatives, "that in certain circumstances technological changes in the rail and road transport industries involved problems for affected workers."

Regarding measures to deal with such problems, the Committee observed that the solution would call for a measure of co-operation on the part of representatives of governments and employers and the workers themselves. The Committee also noted that the solution was complicated by the fact that there were marked differences in the forms of transport, in the scale of operations and the economic and social conditions prevailing in the different countries.

The Committee held that it was desirable, in the interests of the workers, for the representatives of governments, employers and workers to "endeavour to work out reasonable arrangements for the protection of the interests of the workers whose posts become redundant as a result of technological change."

The measures recommended by the Committee had to do with advanced planning, information and consultation, security of

employment, reductions in staff, termination of employment, training, and promotion of health and safety.

## Resolutions

The Committee adopted 10 resolutions on questions not included in the agenda.

In a resolution on ILO technical assistance, the Committee invited the Governing Body of the ILO to request the Director-General, in developing the operational activities of the Organization:

- to take into account the need to assist developing countries in building up suitable machinery for promoting joint consultation between representatives of employers and workers with a view to improving the well-being of the workers, the prosperity of the industry and of the community in general;
- to use the available means for the improvement of poor conditions of work which so often lead to industrial conflicts, thus hampering the harmonious development of the economy in general and of the transport industry in particular;

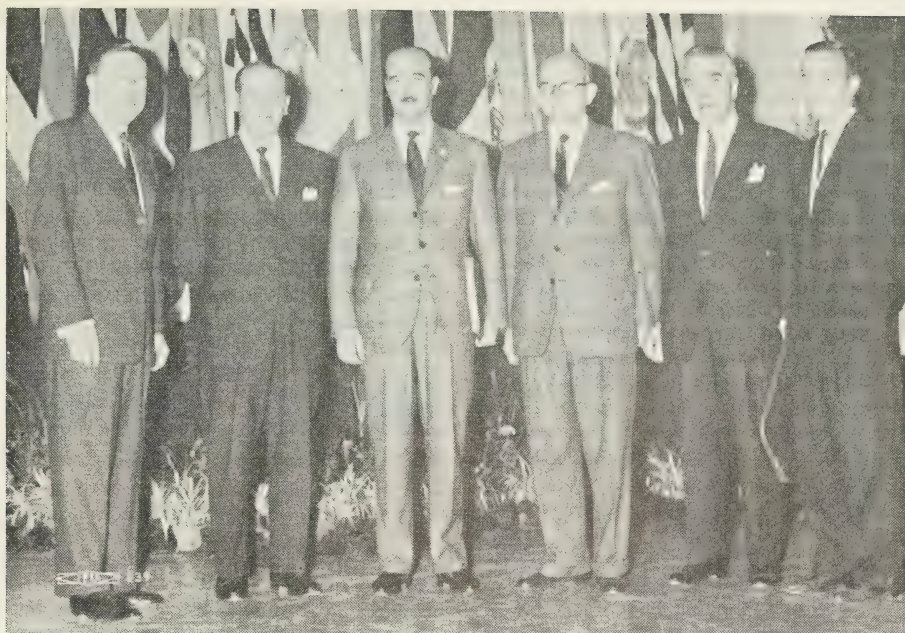
—to invite governments, in appropriate cases, to consult the national organizations of employers and workers concerned when formulating requests for technical assistance;

—to encourage requests for assistance from the International Labour Organization in elaborating machinery for the proper settlement of industrial problems in essential transport industries.

Other resolutions adopted by the Committee had to do with labour inspection in road transport, the co-ordination of transport, civil liability of transport workers, safety and health of dock workers, vocational training and inland transport in developing countries, and limitation of loads carried by one man. Finally, two resolutions contained suggestions concerning the composition of the Inland Transport Commission and the agenda of its eighth session.

In November 1959, the membership of the Inland Transport Committee was increased from 26 to 27: Argentina, Australia, Austria, Belgium, Brazil, Burma, Canada, China, France, the Federal Republic of Germany, India, Italy, Japan, the Federation of Malaya, Mexico, Morocco, The Netherlands, New Zealand, Norway, Pakistan, Poland, Sweden, Switzerland, Turkey, the U.S.S.R., the United Kingdom and the United States.





The 7th Regional Conference of American States Members of the ILO, held at Buenos Aires, April 10-21, was attended by 162 delegates and technical advisers from 21 American countries. The Canadian delegation is shown here with the President of the Conference, Dr. Guillermo Julio Acuna Anzorena, Minister of Labour of Argentina: (left to right) P. M. Draper, President, Pressure Pipe Co., employers delegate; Donald MacDonald, Secretary-Treasurer, Canadian Labour Congress, workers delegate; Dr. Anzorena; Dr. W. R. Dymond, Director, Economics and Research Branch, Department of Labour, head of the delegation and Government delegate; A. F. MacArthur, Commissioner, Unemployment Insurance Commission, Government delegate; and W. N. Lawton, of the Canadian Embassy staff in Buenos Aires, adviser to the Government delegate.

## Cost of Social Security in 41 Countries

Canadian expenditures on social security benefits as percentage of national income rose from 7.0 to 8.5 per cent between 1949 and 1957, ILO inquiry finds

Canadian social security benefit expenditures as a percentage of national income rose from 7.0 per cent in 1949 to 8.5 per cent in 1957, it is shown in a comparative statistical inquiry into the cost of social security in 41 countries just published by the International Labour Office.\* The new inquiry, the fourth of its kind, is more comprehensive than any of its predecessors.

During the same period, the index (1955=100) of annual average benefit expenditure per head of total population, adjusted according to the cost-of-living index, rose from 66 to 98.

In its introduction to the inquiry, the Office notes with satisfaction a constant increase in the number of countries providing full data in response to its requests.

The first inquiry prepared by the Office, published in two parts in 1952 and 1953, covered 24 countries; the second, published in 1955, covered 30 countries; and the third, published in 1958, covered 32 countries.

These continuing inquiries have two fundamental objectives.

The first is to present a consolidated statement of the financial operations of all social security schemes existing in individual countries and coming within the scope of the inquiry. The second is to compare the

\**The Cost of Social Security, 1949-1957*. Geneva: The International Labour Office, 1961. Price: \$3.

distribution of the cost of social security between the different sources of revenue and the economic incidence of social security in the different countries, and to determine the trends in social security costs during the period covered by the inquiry.

For the purposes of these inquiries, the national social security system of a country is taken as consisting of compulsory social insurance, certain voluntary social insurance schemes, family allowance schemes, special schemes for public employees, public health services, public assistance, and benefits granted to war victims.

The substance of the new inquiry is to be found in its 110 pages of basic and comparative tables. These constitute the richest mine of consolidated information on social security costs currently available.

One clue to the progress of social security systems in various countries is provided by a table that gives, along with other information, social security expenditures expressed as percentages of national income. Even when allowances are made—as the introduction warns they must be—for variables that sometimes diminish the comparative value of the figures given in the inquiry, the table may still be regarded as containing some valid indications of growth.

Another table of the ILO inquiry gives the annual average benefit expenditure per head of the total population. To show the movement in the real value of benefit expenditure per head, the figures have been adjusted in accordance with the cost-of-living indexes.

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## British Unions Report on Effects of Automation in Offices

Electronic computers in offices bring about a changed pattern of employment, but do not necessarily result in making the staff redundant, a recent survey by British unions revealed.

The study was conducted by the Staff Association representing some 9,000 clerical workers at the London County Hall, on the effects of a new electronic computer installed in the County Hall offices. The Association, affiliated with the Trades Union Congress, submitted a report on its findings to the National Federation of Professional Workers which gathers information on automation in offices from different unions.

The London County Hall Staff Association found that, after the computer had been introduced, the number of new machine operators, supervisory staff, and new administrative and operational posts compensated for the reduction in conventional machine-operator and clerical jobs.

A smooth transition from the old to the new system was made possible by an early exchange of ideas and consultations between the management and employees, and was stressed by the report as necessary for successful change in operation.

Similar results were reported by two unions organizing non-manual workers on British railways, the National Union of Railwaymen and the Transport Salaried Staffs Association.

Early consultations between unions and management were stressed by both of them, to provide for any staff displaced from their jobs by electronic devices to be absorbed in other posts without reduction in salary or status. One side-effect of office automation noted by the unions was that it sometimes leads to improved job values among the lower ranks of staff.

A report on a computer installation which resulted in a substantial staff reduction was received from the Clerical and Administrative Workers' Union. When the National Coal Board decided to automatize one of its area offices, the union and the management worked out in advance a redundancy agreement providing for all workers affected by the change in operational procedures to receive a three-month notice of possible redundancy.

In addition, the agreement provided for employees with three to five years of service to receive eight weeks' extended service, and those with more than five years of service to receive 30 weeks' extended service.

During the change-over period, restricted recruitment made it possible to transfer staff from offices affected by computer operations to other branches.

The Trades Union Congress interprets this experience with office automation in Britain as an indication of what procedures are to be followed by white-collar workers' unions in coping with problems created by electronic office equipment.



# TEAMWORK in INDUSTRY

Neither company nor union has to relinquish or suspend any of its prerogatives in order to practise joint consultation at the plant level. Co-operation between labour and management involves no loss of rights and diminution of strength on either side. These sentiments were expressed recently by management and union representatives at The Weatherhead Company of Canada, Limited, in St. Thomas, Ont., manufacturers of automatic screw machine products.

"Neither of us—union or company—is soft," declared personnel and production service manager Lawrence Morley, "but we do believe in a common effort to solve our common production problems."

His view was endorsed by tool crib attendant Alfred Barrett, president of Local 1804, International Association of Machinists. "We may disagree plenty," Mr. Barrett added, "but at least we can sit down and talk about it. We have built up a lot of respect for each other." Mr. Barrett also claims that one way to keep labour-management meetings lively is to have them follow the monthly union meeting. Problems or complaints that come up during the local's monthly meetings and cannot be resolved on the spot are likely to find their solution at the LMC meeting next day.

"We have more items on our agenda today than when the committee started in 1954," stated Mr. Morley. "We don't have trouble getting topics for discussion." Human relations, production, employee safety, scrap, incentive plans and joint communication are regularly reviewed. He revealed that company and union have been to arbitration only twice in 23 years. "I give part of the credit to good labour-management communications," he said.

Mr. Morley looks upon L-M committees as a "natural" for keeping company and union representatives up to date on each other's thinking. Any industry, he believes, faces many small labour management problems daily—problems that are unavoidable and "can't wait". Weatherhead's employees know what to do when they encounter something of this nature: Report it to the department's LMC representative. Experience has taught that the committee will deal with the matter speedily and effectively.

Larger problems too can be handled by the committee in such a way as to minimize friction and prevent otherwise sound relations from deteriorating. "Slack production periods, an impending layoff, the installation of a high protection safety program in one department—all demand explanation," said Mr. Morley. "Our custom is to discuss them well in advance with labour-management committee representatives. The union members carry the information back to their respective departments and also to their local meetings. There is a close bond between management and the union here," he continued. "There has to be. We are dependent on each other—and we all know it."

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Labour-management co-operation, mutual trust and understanding have brightened the future for residents of Collingwood, Ont. To enable the management of Collingwood Shipyards to remain in a competitive position for future bidding on shipbuilding contracts, members of Local 20, National Union of Marine and Shipbuilding Workers of Canada (CLC) agreed during recent collective bargaining negotiations to a hold-the-line policy on wages. Reported personnel manager Gordon Braniff: "The company was thus enabled to bid for and successfully obtain orders to build three new vessels—two in the 400-foot class, one in the 700-foot class."

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Forty-eight "worthwhile accomplishments" in three years is the proud boast of the labour-management Mutual Interests Board at North Western Pulp and Power Ltd., Hinton, Alta. These developed out of suggestions submitted by members of the company's 600-man work force who pass their ideas along to departmental representatives serving on the board. To show its appreciation of the board's contribution, the company recently played host to its 13 members at a dinner. Union representatives are members of Local 855, International Brotherhood of Pulp, Sulphite and Paper Mill Workers (CLC).

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

# INDUSTRIAL RELATIONS AND CONCILIATION

## Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during May. The Board issued two certificates designating bargaining agents, rejected one application for certification and denied one request for consent under Section 7 (4) of the Act to the making of an application for certification before the expiry of ten months of the term of the existing collective agreement. During the month the Board received ten applications for certification and allowed the withdrawal of two applications for certification.

### Applications for Certification Granted

1. Seafarers' International Union of North America, Canadian District, on behalf of a unit of marine engineers employed by The Commercial Cable Company aboard the cable ship *Cable Guardian*, operating out of Halifax, N.S. (L.G., May, p. 470). The National Association of Marine Engineers of Canada, Inc. (Great Lakes and Eastern District) had intervened.

2. Canadian Air Line Pilots Association, on behalf of a unit of pilots-in-command and co-pilots employed by TransAir Limited, Winnipeg, Man., in its "Mainline Division" (L.G., April, p. 369).

### Application for Certification Rejected

General Truck Drivers' Union, Local 938, and Transport Drivers, Warehousemen and Helpers' Union, Local 106, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Asbestos Transport Ltd., Richmond County, Que., and Toronto, Ont., respondent (L.G., June, p. 566). The application was rejected because it was not supported by a majority of the employees eligible to cast ballots in the representation vote conducted by the Board.

### Request for Consent under Section 7 (4) Denied

Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, Local 591, applicant, Hull City Transport Limited and Hull Metropolitan Transport Limited, Hull, Que., respondents, and The Hull City Transport Employees' Union, intervener (L.G., May, p. 470). The Board found that there was a collective agreement between the two companies and the intervener and denied consent to the making of an application for certification before the expiry of ten months of the term of the agreement.

### Applications for Certification Received

1. International Longshoremen's and Warehousemen's Union, Local 501, on behalf of a unit of regular employees classified as checkers, mechanics, drivers, shedmen and janitors employed by the Canadian Stevedoring Company Limited on the Terminal Dock at Vancouver, B.C. (Investigating Officer: G. H. Purvis).

2. International Longshoremen's and Warehousemen's Union, Local 501, on behalf of a unit of dock machine operators employed by the Empire Stevedoring Company Ltd. on the CPR Dock at Vancouver, B.C. (Investigating Officer: G. H. Purvis).

3. National Association of Broadcast Employees and Technicians, on behalf of a unit of employees employed by Channel Seven Television Ltd. at Station CJAY-TV in Winnipeg, Man. (Investigating Officer: J. S. Gunn).

4. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed personnel employed aboard vessels owned or operated by the Northwest Shipping Co. Ltd., Vancouver, B.C. (Investigating Officer: G. H. Purvis).

5. Line Drivers, Warehousemen, Pickup Men & Dockmen's Union, Local No. 605, and Teamsters, Chauffeurs, Warehousemen

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This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.



& Helpers, Local 514, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers, mechanics and warehousemen employed by Vancouver Alberta Freightlines Ltd., operating in or out of its terminals at Vancouver, B.C., and Edmonton, Alta. (Investigating Officer: G. H. Purvis).

6. International Brotherhood of Electrical Workers, Local Union No. 2096, on behalf of testers and utility men employed by the Eastern Telephone and Telegraph Company at Sydney Mines and Hardwood Hill, N.S., Spruce Lake, N.B., and Clarendville, Nfld. (Investigating Officer: D. T. Cochrane).

7. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 519, Warehousemen

and Miscellaneous Drivers, on behalf of a unit of employees of Middup Moving & Storage Limited, Scarborough, Ont. (Investigating Officer: A. B. Whitfield).

8. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of electrical employees employed by the Canadian National Railways in the office of the General Material Supervisor at Moncton, N.B. (Investigating Officer: H. R. Pettigrove).

9. Seafarers' International Union of North America, Canadian District, on behalf of a unit of marine engineers employed by the National Harbours Board aboard the tugs *Glenkeen* and *Sir Hugh Allan* operating in Montreal Harbour (Investigating Officer: C. E. Poirier).

## Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board, in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are contained in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for application for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprise British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the province of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

10. The Association of Employees of Asbestos and Eastern Transport Ltd., on behalf of a unit of employees of Asbestos Transport Limited and Eastern Transport Limited, operating in and out of Asbestos, Montreal, Quebec City, Victoriaville and Sherbrooke, Que., and Toronto, Ont. (Investigating Officer: C. E. Poirier).

#### Applications for Certification Withdrawn

1. National Syndicate of Maritime Workers of Lake Saint John, applicant, and

Price Brothers & Company, Limited, Quebec, Que., respondent (L.G., Nov. 1960, p. 1140).

2. International Brotherhood of Electrical Workers, Local 424, applicant, and Northland Utilities Ltd., and wholly-owned subsidiaries, Northland Utilities (B.C.) Ltd., and Uranium City Power Co. Limited, Edmonton, Alta., respondents (L.G., Jan., p. 45).

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## Conciliation and Other Proceedings before the Minister of Labour

### Conciliation Officer Appointed

During May, the Minister of Labour appointed a conciliation officer to deal with the dispute between:

Boyles Bros. Drilling (Alberta) Ltd., Edmonton, Alta. (Yellowknife Branch) and Western District Diamond Driller's Union, Local 1005 of the International Union of Mine, Mill and Smelter Workers (Conciliation Officer: D. S. Tysoe).

### Settlements Reported by Conciliation Officers

1. Vancouver Wharves Limited, Vancouver, and Local 512 of the International Longshoremen's and Warehousemen's Union (Conciliation Officer: G. R. Currie) (L.G., June, p. 568).

2. Beaver Dredging Co. Ltd., Toronto, and Seafarers' International Union of North America, Canadian District (Conciliation Officer: Rémi Duquette) (L.G., June, p. 568).

3. Harbour Development Limited, Saint John, N.B., and Seafarers' International Union of North America, Canadian District (Conciliation Officer: Rémi Duquette) (L.G., June, p. 568).

4. Lakehead Terminal Elevators Association (Fort William and Port Arthur) and Local 650 of the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: F. J. Ainsborough) (L.G., June, p. 568).

5. Rio Algom Mines Limited, Panel Division (office and technical employees), Elliot Lake, Ont., and Local 5980 of the United Steelworkers of America (Conciliation Officer: F. J. Ainsborough) (L.G., June, p. 568).

6. Shell Canadian Tankers Limited (M.V. *Western Shell* and M.V. *Tyee Shell*), Vancouver, and Canadian Merchant Service Guild, Inc. (Conciliation Officer: D. S. Tysoe) (L.G., June, p. 568).

7. Westward Shipping Limited (M.V. *B.C. Standard* and M.V. *Standard Service*), Vancouver, and Canadian Merchant Service Guild, Inc. (Conciliation Officer: G. R. Currie) (L.G., June, p. 569).

8. The Shipping Federation of Canada, Inc., Montreal, and Local 1552 of the International Longshoremen's Association (shipliners) (Conciliation Officer: Rémi Duquette) (L.G., June, p. 569).

9. Atomic Energy of Canada Limited (Commercial Products Division, Ottawa) and The Ottawa Atomic Workers Union, Local No. 1541 of the Canadian Labour Congress (Conciliation Officer: T. B. McRae) (L.G., June, p. 569).

10. Canada Steamship Lines Limited, Montreal, and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: Rémi Duquette) (L.G., May, p. 472).

11. Westward Shipping Limited, Vancouver, and Marine Engineers, Local 425 of the Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: G. R. Currie) (L.G., May, p. 472).

12. Shell Canadian Tankers Limited (M.V. *Western Shell* and M.V. *Tyee Shell*), and National Association of Marine Engineers of Canada, Inc. (Conciliation Officer: D. S. Tysoe) (L.G., May, p. 472).



## Conciliation Boards Appointed

1. Federal Commerce and Navigation Company Limited, Montreal, and Seafarers' International Union of North America, Canadian District (L.G., May, p. 472).

2. Canadian National Railways (Atlantic, Central and Western Regions) and Brotherhood of Locomotive Engineers (no Conciliation Officer appointed previously).

3. Canadian Pacific Railway Company (Atlantic, Eastern, Prairie and Pacific Regions and Quebec Central Railway Company) and Brotherhood of Locomotive Engineers (no Conciliation Officer appointed previously).

## Conciliation Boards Fully Constituted

1. The Board of Conciliation and Investigation established in April to deal with a dispute between The Shipping Federation of Canada, Inc. (Port of Montreal) and Local 375 of the International Longshoremen's Association (L.G., June, p. 569) was fully constituted in May with the appointment of the Honourable Mr. Justice Roger Ouimet, Montreal, as Chairman. Mr. Justice Ouimet was appointed by the Minister on the joint recommendation of the other two members, R. G. Chauvin and Louis LaBerge, both of Montreal, who were previously appointed on the nomination of the Federation and the union, respectively.

2. The Board of Conciliation and Investigation established in April to deal with a dispute between Shell Canadian Tankers, Limited, Vancouver, and Seafarers' International Union of North America, Canadian District (L.G., June, p. 569) was fully constituted in May with the appointment of R. J. S. Moir, Vancouver, as Chairman. Mr. Moir was appointed by the Minister on the joint recommendation of the other two members, K. R. Martin and G. Whiteford, both of Vancouver, who were previously appointed on the nomination of the company and the union, respectively.

3. The Board of Conciliation and Investigation established in April to deal with a dispute between B.C. Air Lines Limited, Vancouver, and Canadian Brotherhood of Railway, Transport and General Workers (L.G., June, p. 569) was fully constituted in May with the appointment of Reg Atherton, Vancouver, as Chairman. Mr. Atherton was appointed by the Minister in the absence of a joint recommendation from the other

two members, C. Gordon Ballentine and H. B. Hodgins, both of Vancouver, who were previously appointed on the nomination of the company and the union, respectively.

## Conciliation Board Reports Received

1. Tippet-Richardson (Ottawa) Limited, Ottawa, Ont., and Canadian Brotherhood of Railway, Transport and General Workers (L.G., May, p. 473). The text of the report is reproduced below.

2. Trans-Canada Air Lines, Montreal, Que., and Canadian Air Line Flight Attendants' Association (L.G., March, p. 257). The text of the report is reproduced below.

## Settlement Reached following Board Procedure

Canadian National Railways; Canadian Pacific Railway Company; Toronto, Hamilton and Buffalo Railway Company; Ontario Northland Railway; Algoma Central and Hudson Bay Railway; Midland Railway of Manitoba and Negotiating Committee representing the Associated Non-Operating Unions (L.G., Oct. 1960, p. 1030).

## Disputes Lapsed

1. D. S. Scott Transport, London, Ont. (Vancouver Terminal) and Line Drivers, Warehousemen, Pickup Men and Dockmen's Union, Local No. 605 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., Sept. 1960, p. 923).

2. Gulf Islands Navigation Limited, Vancouver, and Seafarers' International Union of North America, Canadian District (L.G., Sept. 1960, p. 923).

3. Tank Truck Transport Ltd., Point Edward, Ont., and Locals 938 and 880 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., Oct. 1960, p. 1029).

4. J. Sherman & Sons, Limited, and Local 880, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., Oct. 1959, p. 1054).

5. Quebec North Shore and Labrador Railway Company, Sept Iles, Que., and Seafarers' International Union of North America, Canadian District (L.G., May 1960 p. 467).

# Report of Board in Dispute between

Tippet-Richardson (Ottawa) Limited, Ottawa, Ont.

and

Canadian Brotherhood of Railway, Transport and General Workers

This Conciliation Board was appointed under the provisions of the Industrial Relations and Disputes Investigation Act upon application of the Canadian Brotherhood of Railway, Transport and General Workers, established by order of the Minister of Labour on February 27, 1961 and its Chairman was appointed on March 24, 1961. Upon application by the Chairman, the Minister granted an extension of the time in which the Board may submit its report to May 1, 1961. A further extension was subsequently granted to May 15, 1961.

The Board held three meetings with the parties (hereafter referred to as the Union and the Company) in an effort to arrive at a satisfactory agreement. A number of the points that were at issue have been resolved, but the Board regrets that it must report that it has proved impossible to find a basis for full agreement between the parties to the dispute.

The unresolved points of issue between the parties are concerned with the pay scale, overtime pay rates, welfare contributions by the Company, the guarantee of a minimum work week, the provision of coveralls for certain employees, and the check-off collection of union dues. The heart of the dispute seems to us to centre on pay scales, welfare benefits, overtime pay, and the check-off. On all of these issues, the position of the Company was that it would make no concession of any kind. Efforts of this Board to find some compromise proved unsuccessful because the Company was unwilling to move at all from its present practices and the Union was unwilling to agree to a contract on such a basis.

During May, the Minister of Labour received the Report of the Board of Conciliation and Investigation established to deal with a dispute between the Canadian Brotherhood of Railway, Transport and General Workers and Tippet-Richardson (Ottawa) Limited, Ottawa, Ont.

The Board was under the chairmanship of Professor H. Scott Gordon, of Ottawa. He was appointed by the Minister on the joint recommendation of the other two members, Harry G. Williams and Clifford A. Scotton, both of Ottawa, nominees of the company and union, respectively.

The Report is reproduced here.

The existing hourly pay scale of the Company, and the Union's proposal, are shown in the following table.

	Present Company Rates	Union Proposal
Warehouseman .....	1.53	1.58
Packer .....	1.58	1.63
Driver (City) .....	1.55	1.60
Driver (Highway) ....	1.60-1.63	1.75
Crater .....	1.60	1.65
Helpers .....	1.45	1.50

It will be seen from this table that the Union's proposal was for an increase of 5 cents in the hourly rate in all categories except highway drivers, in which category it proposed an increase of 12 to 15 cents.

The Company's present welfare contribution amounts to \$3.65 per month for married employees and \$1.58 per month for single men. In addition the Company pays a pension contribution of 4 per cent of pay for all employees having three years or more of service. At the present time this pension contribution is paid for seven of the Company's twenty-four employees. The Union's proposal for welfare contributions amounted to a total of \$5.30 per month per employee for hospital and medical insurance payments. (This was a reduction from its previous proposal, which aggregated \$10.00 per month.) Presumably the Union expected the Company to continue its present pension fund contributions.

The Union proposed a pay rate of time and one-half for all time worked in excess of eight hours in any one day and all time worked in excess of forty-four hours in any week. The Company does not now pay extra for overtime and declined to make any change in this practice.

The Board was unable to bring the parties to agreement on the questions of regular pay scales and welfare contributions. The Company pointed out that its rates are now as high as other firms carrying on similar business in the Ottawa area. Yet it is quite clear that pay rates in this industry are very low. The demand for services in this industry is irregular and it appears that the workmen employed can expect annual earnings at these pay scales in the region of \$2,500 per annum,



or very little more at best. When one considers that the work involved is physically hard and also involves some degree of responsibility, since much of it must be done away from the Company's premises, the remuneration appears to be distressingly low. Comparison with rates of pay in comparable occupations in the Ottawa region and elsewhere (as shown by official statistics) also suggests that pay scales in this industry are very low.

The Union pointed out that the proposed contract was expected to run for a period of one year, and therefore should embody, as a minimum, the average pay rates the Company expected to pay over that period. By refusing to consider any increase at all, the Company implies that it expects no rise to take place in the prevailing pay scales in this industry during the next year. The Union pointed out that pay scales have been rising in this industry in recent years and may reasonably be expected to continue to do so. It should be noted that the Union's proposed pay scales involve increases of very modest sums, amounting to little more than the increases that appear to have been taking place in the industry as a normal trend. The Union's final proposals for welfare contributions also seem to this Board to be quite modest.

In making its judgment on this matter, the Board has also to take into account that on November 23, 1960 the Company's pay scales were raised by approximately 25 cents an hour on the average. This may be viewed in two ways: (a) it may be that the Company stands firm against any increase now because it so recently gave a substantial increase; or (b) the increase given by unilateral action on the part of the Company, shortly after the Union had succeeded in establishing itself in this firm but before collective bargaining commenced (certification was granted on November 14, 1960), may be interpreted to reflect a desire on the Company's part that its employees should ascribe any betterment in their pay rates to the good-will of the Company rather than to the existence or activities of the Union.

It is the opinion of this Board that a paramount consideration in the mind of the Company in negotiating with the Union has been to give the Union no grounds on which it could justify its existence to its members as an effective agent for their betterment. The Company has been willing to compromise on minor issues but has remained inflexible on those which touch its employees' interests most directly.

Our opinion on this matter is reinforced by the Company's firm refusal to accept any provisions having to do with union security. The Union's proposals on this score were substantially modified during our hearings and ended with, in effect, two requests: (a) that the Company deduct from wages and remit to the Union, dues for all employees covered by the agreement, whether or not they be Union members; and (b) that the Company inform new employees that the Brotherhood is the certified bargaining agent and that it inform the Union of the names and addresses of new employees. The Company refused to accept these specific proposals, declined to suggest any alterations in them, and indeed indicated that it could not accept any provision of any kind which required it to collect union dues. In our opinion, the main reason why the Company refused to consider dues collection is the same as the reason why it remained unmoved on the issues of pay scales and welfare benefits—it wishes to do nothing that would have the effect of strengthening the Union.

It is necessary for us to say something in addition concerning the issues of overtime pay rates and a minimum work week. The Company impressed upon us three facts: (a) that the demand for its services and therefore its need for labour varies enormously from one period to another; (b) that it tries as much as possible to give its employees work in slack periods by employing them on various maintenance jobs; (c) that the rates the company can charge on a large part of its services are fixed by a By-law of the City of Ottawa and therefore make it difficult for firms in the moving industry to pay special overtime rates.

The Board finds these arguments convincing. We wish, however, to say that we are doubtful as to the wisdom of city by-laws of the kind that is in force in the City of Ottawa. This By-law was undoubtedly passed as a protection for the purchasers of movers' services. However, it apparently provides this protection only at the expense of the workmen who are engaged in this industry. To protect consumers who may use these services perhaps at most only a few times in a decade, by a rule which works to the detriment of those who make a meagre livelihood as regular workmen in this industry, seems to us to be both unwise and unjust.

This Board is, however, not of the view that the issues of overtime and guaranteed minimum work week would have proved ultimately insoluble. Nor do we feel that the question of providing coveralls for

certain workmen would have been difficult to settle. The hearings were forced to conclude without agreement between the parties because of the issue of pay, welfare benefits, and collection of Union dues by the Company. No compromise of any kind appeared to be possible on these issues.

It is the opinion of the Chairman and Mr. Scotton that the Company must bear the bulk of the blame for failure to reach agreement. Mr. Williams is of the opinion that the Union must also share the blame for failure to reach agreement, especially in view of its insistence that the check-off article be included in the agreement. In the Board's unanimous view, our hearings indicate that the Company apparently not as yet accepted the fact that it should be prepared to deal with the Union openly-mindedly on all issues.

This Board feels that the final proposals of the Union concerning pay scales and welfare benefits were reasonable and justified. We do, however, appreciate the real difficulties that are in the way of granting special rates of overtime pay in this industry. On the issue of union security the Chairman and Mr. Scotton feel that the Union's final proposal was a moderate one that any employer should find acceptable.

The Board's recommendations, then, are as follows. We unanimously recommend (a) that the pay scales should be raised by 5 cents per hour in all categories; (b) that the Company should contribute to employee health and medical plans a total sum of \$5.30 per month for each regular employee; (c) that no special rates of overtime pay should be instituted. A majority of this Board (the Chairman and Mr. Scotton) recommend further, (d) that the Company should agree to collect Union dues by pay deduction, to inform new employees that the Brotherhood is the constituted bargaining agent, and to inform the Union of the names and address of new employees. Mr. Williams is opposed in principle to the check-off system.

#### **A Comment on the Conciliation Process**

While not wishing to go beyond its proper terms of reference, this Board feels drawn to comment upon an important aspect of the conciliation process as we

have observed it operating in the present case. The Company was represented in our hearings by an agent, not by a senior officer with authority to make decisions for the Company in respect to the matters in dispute. There is, of course, nothing wrong in a party to a labour dispute appointing an agent to represent it before the Board of Conciliation. If, however, that agent is given explicit instructions by his principal to make no concession of any kind on the important matters in dispute, it is difficult to see how the intent of the legislation establishing the conciliation process can be properly fulfilled.

As we understand it, the object of the conciliation process is to produce conditions in which the parties to the dispute may engage in fruitful efforts of mutual persuasion and bargaining. We feel that these conditions are impossible to achieve if one (or both) of the parties to the dispute is represented by an agent who has no freedom to permit himself to be persuaded, and has no authority either to give concessions or to trade one concession for another. This Board feels that a party that sends its agent before a conciliation board with such inflexible prior instruction is, in effect, frustrating the intent of the legislation. We feel also that an agent who accepts such instructions and appears before a conciliation board without in fact having any power at all to bargain on the important matters in dispute has unwisely accepted a commission from his principal which prevents him from fulfilling his real responsibilities under the Act.

In the present case, the agent of the Company was clearly labouring under such rigid instructions that no proper bargaining between the parties was in fact possible. In brief, this Conciliation Board does not feel that what took place at its hearings was a true conciliation process within the spirit and intent of the Act.

May 10, 1961

(Sgd.) H. S. GORDON,  
*Chairman.*

(Sgd.) HARRY G. WILLIAMS,  
*Member.*

(Sgd.) CLIFFORD A. SCOTTAN,  
*Member.*



# Report of Board in Dispute between

Trans-Canada Air Lines  
and

Canadian Air Lines Flight Attendants Association

The Board of Conciliation and Investigation which you established to deal with the above dispute and which was composed of Mr. Justice André Montpetit, as chairman, of Mr. Robert E. Morrow, Q.C., as the Company's nominee and of Mr. Harry Crowe, as the Association's nominee, hereby wishes to submit its report and recommendations.

Our Board held public sittings on February 27 and 28 and on April 5 and 6, 1961. On April 7, it also held a private sitting with only two representatives of each of the parties hereto being present and it then explored the possibilities of a compromise settlement. Nothing was obtained thereby.

Fourteen distinct proposals (ten from the Association and four from the Company) pertaining to the renewal of their collective labour agreement were submitted to us.

The principal issue was the request of the Association for additional air hour credits for work performed on DC-8 and Vanguard aircraft.

Flight attendants' wages are determined by the number of hours flown or credited in a month and their working schedule is governed by the number of hours flown or credited in a month (or quarter in the case of overseas operations).

The present salary schedule can be described either as an hourly rate with a monthly guarantee of 70 hours, or as a flat monthly salary with a pro-rata paid for all hours flown in excess of 70. As variation from the monthly "salary" is the norm, the former would appear to be the more justifiable description of the salary schedule.

The Association requested that piston aircraft (including the Viscount, Super Constellation, DC-3 and North Star) be rated at a speed of 300 m.p.h., DC-8 at 550 m.p.h. and the Vanguard at 425 m.p.h., and that on the DC-8 and Vanguard each hour flown and credited would be credited as 1 hour and 25 minutes for the DC-8 and 1 hour and 12½ minutes for the Vanguard.

This proposal was worded as follows: "When a flight attendant flies equipment that has a pegged speed in excess of 300 m.p.h., he will be credited with an additional minute per hour flight time credit

for each 10 m.p.h. in excess of 300 m.p.h., such credit to be for flight time limitation and pay purposes."

The proposal of the Association resulted from the introduction into service of the DC-8 and Vanguard, and the Association's claim is that these aircraft have the following effect upon working conditions:

(a) The increased speed of the aircraft results in more trips and faster trips, and thus has the effect of increasing the total duty time and layover time in proportion to the flight time (including credits) upon which pay is based;

(b) The cumulative effect of work load and increased trips on high speed aircraft increases fatigue;

(c) The withdrawal from service of the Super Constellation (L-1049), which offered the most desirable working conditions, and its replacement by aircraft with the disadvantages in (a) and (b) which were claimed to exist, adversely affected the application of the seniority system and the distribution of its benefits.

Although there was a high incidence of contradiction of fact between the two parties before the Board, there appeared to be agreement on three essential matters:

(a) The speed of the aircraft under consideration was acknowledged to be 300 m.p.h. for piston aircraft, 425 m.p.h. for the Vanguard and 550 m.p.h. for the DC-8;

(b) The increased speed of the new aircraft constitutes a problem, although the

During May, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with a dispute between the Canadian Air Line Flight Attendants Association and Trans-Canada Air Lines.

The Board was under the chairmanship of the Honourable Mr. Justice André Montpetit of Montreal. He was appointed by the Minister on the joint recommendation of the other two members, Robert E. Morrow, Q.C., Montreal, and Harry S. Crowe, Ottawa, nominee of the company and union, respectively.

The majority report, which under the provisions of the Industrial Relations and Disputes Investigation Act, constitutes the report of the Board, was submitted by the Chairman and Mr. Crowe. The minority report was submitted by Mr. Morrow.

The majority and minority reports are reproduced here.

exact nature of the problem and how to resolve it was not agreed upon;

(c) The Super Constellation, which is being replaced, generally had the most desirable working conditions.

Much of the time of the Board was spent examining evidence of the Company purporting to show that DC-8 aircraft did not appreciably alter the relationship between flight time—the basis of pay—and total hours of work, and evidence of the Association purporting to show that the new aircraft did alter the relationship appreciably. The evidence of both parties in this category, presented in “blocks” or monthly work schedules of Flight Attendants, suffered from the defect of being selective and incomplete.

It was not logically possible, however, to escape the conclusion that in a comparison of working conditions on piston and jet aircraft, if the monthly hours of flight are taken as a constant factor for the comparison, and if the non-flight duty is a function of the number of trips, then the increased number of trips with the faster aircraft must increase the proportion of total work time to paid flight hours, including credits. In addition, the Company has found it necessary to increase by 25 per cent the ground duty time prior to each DC-8 flight.

Considerable evidence was advanced by the Association on the subject of cumulative fatigue of flight attendants on jet aircraft. The Company disputed this contention as a point of fact, but aside from asking the Board to consider the opinion of a medical doctor employed by an American airline, it did not seek to dispute the contention with contradictory evidence or testimony.

Three courses for recommendations suggested themselves:

1. To offset what appeared to be the undeniable problem of the increased amount of total duty time and layover time in relationship to the flight hours which are the basis of payment, pay differentials would appear to be a solution, insofar as pay was the issue;

2. To counter the effect of cumulative fatigue associated with the faster aircraft, and to offset the increased hours of work resulting from the increased number of trips with the faster aircraft, a reduction in flight hours would appear to be a solution;

3. To preserve the benefits of the seniority system, a resolution which attempted to produce identical working conditions on all

aircraft, even if that were possible, should not be sought, but in the interest of giving the employees a vested interest in the fruits of progress and technological development, a recommendation could be made which permitted preferable working conditions on the newest and fastest equipment.

It appeared that the desired result of each of these three courses could be achieved by the single device of applying the principle involved in the Association's request, but with a greatly reduced increment in flight time credit for flight hours on the faster equipment.

Consequently we recommend (Mr. Morrow dissenting) that a new clause be added to the agreement as follows:

When a flight attendant flies equipment that has a speed in excess of 300 m.p.h., he will be credited with an additional minute per hour flight time credit for each 25 m.p.h. in excess of 300 m.p.h., such credit to be for flight time limitation and pay purposes. For the purpose of this clause the DC-8 will be regarded as having a speed of 550 m.p.h. and Vanguard as having a speed of 425 m.p.h., and any new jet or turbo prop aircraft put into service as having a speed equal to the mean cruising speed ascribed to it by I.C.A.O.

This clause shall be applied retroactively to the introduction into service of the DC-8 and Vanguard.

The issue second in importance before the Board was the Association's request for an increase in one year of 15 per cent of all wage rates.

The Association argued that the airline industry is one of increasing productivity, and that this was particularly true in Canada, where the load factor, as one indicator, is relatively high. Nevertheless, as the Company's representatives maintained, productivity is not subject to easy measurement, and wage determination involves a number of factors.

We recommend (Mr. Morrow dissenting) an increase in all wage rates of 5 per cent retroactive to October 1, 1960, which will be the date of commencement of an eighteen-month agreement.

On the other issues, we recommend:

- (a) that no changes be made in the wording of Article 6 (B) 6;

- (b) that no changes be made to the present flying time credits related to “on duty ground time”;

- (c) that priority passes be granted to employees who are called upon to dead-head provided that this improvement does not interfere with Company revenue and the necessary travel required in the operations of the Company;

- (d) that the flight attendants who have completed five (5) years or more but less



than fifteen (15) years of continuous service by December 31 of each year be granted three (3) weeks, twenty-one (21) consecutive calendar days, vacation leave with pay and those who have completed fifteen (15) years or more of continuous service by December 31 of each year be granted four (4) weeks, twenty-eight (28) consecutive calendar days, vacation leave with pay (Mr. Morrow dissenting);

(e) that provision be made for the check-off of union dues after three (3) months service;

(f) that pass privileges be granted to the Association's bargaining representatives provided (a) that the necessary approval (if any has to be obtained) be obtained from the Air Transport Board and (b) that the said pass privileges be extended only in cases where the said representative is engaged in activities on behalf of TCA employees;

(g) that no changes be made to the present definition of the "Overseas clause";

(h) that flight attendants who wish to exchange a trip (even if it involves moving "guaranteed days off") may be allowed to do so, provided (a) the matter is cleared by the Base Supervisor and (b) it does not exceed one exchange per month;

(i) that no changes be made to letter of understanding No. 1 dealing with trips' exchange;

(j) that the Company make provision to protect female employees from failure to have transportation during night hours and that transportation allowances otherwise be not granted;

(k) that no changes be made to article 5—2c for the time being;

(l) that no changes be made to article 6 (B) 4;

The whole respectfully submitted.

(Sgd.) ANDRÉ MONTPETIT,  
*Chairman.*

(Sgd.) H. S. CROWE,  
*Member.*

(Sgd.) ROBERT E. MORROW,  
*Member.*

Montreal, May 9th, 1961.

### MINORITY REPORT

Robert E. Morrow, Q.C., the Company's nominee, hereby dissents from the report of the honourable Mr. Justice André Montpetit, Chairman, and Mr. Harry Crowe, Association nominee, in respect of matters hereinafter referred to.

1. *Jet Speed Clause.* It is not contended by either party that speed of an aircraft

alone creates unfavourable working conditions and speed itself is not, therefore, in issue. What is in issue are the results of increasing speed. In the majority report, the conclusion is drawn that jet aircraft in a given number of hours of flight will make more trips per month than slower piston aircraft and that, therefore, the flight attendants make more trips per month flying jet aircraft than flying piston aircraft, thereby suffering a deteriorated working condition.

This conclusion, however, cannot be drawn because of the block system under which the flight attendants work. The flight attendants fly on a so-called block system, whereby the best combination of flight trips are combined, taking into account efficiency of Company operations, crew rest periods, crew bases, lay-over times and other working conditions. The result of a transfer from piston aircraft to jet aircraft for a given flight attendant could be that that particular flight attendant would fly a block pattern resulting in fewer trips per month in jet aircraft. The converse could equally be true. The number of trips flown per month is only one of several factors determining working conditions and must be considered together with those other factors such as length of trips, lay-over time, rest periods, numbers of landings, extent of passenger service and others.

Before the Board the Company produced a selected pattern of blocks for both piston and jet aircraft which demonstrated that the introduction of jet aircraft did not deteriorate working conditions in the light of all factors.

There was no factual evidence by the union to disprove the conclusions which may be drawn from the blocks selected by the Company or other evidence to demonstrate deteriorated jet working conditions in support of claim for decreased hours and incremental pay on that type of aircraft.

Some evidence was made to the effect that working at high altitudes was a factor causing fatigue and, from this, the inference made that as jets operated at high altitude there was created an additional fatigue factor. In fact, jet aircraft by pressurization maintain a lower cabin altitude than piston aircraft and, accordingly, the increased altitude fatigue factor cannot exist. On the contrary, the smoother and quieter operation of jets would tend to decrease fatigue.

It is the opinion of the Company's nominee that the introduction of jet equipment by the Company in service is being used by the union as a device to decrease working hours and increase pay without

there being justifying increased work factors. This conclusion is even more forcibly drawn in respect of the turbo-prop Vanguard aircraft, in respect of which the working conditions were not examined before the Board in any degree.

The recommendation of this dissenting report is that no clause be added to the employees' agreement providing for incremental pay or decrease in working hours in respect of particular aircraft flown.

2. *Pay Increase.* Considering that the Company is experiencing a loss operation aggravated by the introduction of new aircraft to meet its competitive requirements and in the light of current economic trends in the Canadian economy, it is the opinion of the dissenting member that pay increase should be restricted to 2½ per cent applicable to all flight attendants, commencing with the beginning of 1961 and, in the absence of the introduction of new factors during 1961, with a similar increase commencing in 1962.

3. *Vacations.* It was established before the Board that the Company has a paid vacation program for all of its employees which compares favourably with the best industries in Canada and there appears no justification for increasing vacation periods at this time, particularly for a group which enjoys, through working schedules, a large number of days off in each month.

4. *Aircraft Speeds.* It is stated in the majority report that there was agreement

to the effect that the DC-8 has a speed of 550 miles per hour and the Vanguard a speed of 425 miles per hour. These speeds are not agreed to by the Company and the actual speeds of the aircraft are, in fact, difficult to determine and average far less than those figures. The speed of an aircraft between any two points is governed by many factors, including the distance between the two points, the altitude at which a flight is flown, traffic congestion, weather and other factors. The advantages of the high cruising speed of jet aircraft are not fully realized on normal operations, particularly on short legs where the jet is required to climb to and descend from high altitude, sometimes with adverse weather and traffic factors.

In the event that speed were a factor for the purposes of establishing work conditions and pay, the speed of aircraft would have to be a matter negotiated between the Company and the flight attendants, taking into account the variable factors which exist in respect of various Company routes.

In other respects the Company's nominee concurs with the report of the Honourable Mr. Justice André Montpetit and Mr. Harry Crowe.

The whole respectfully submitted.

(Sgd.) ROBERT E. MORROW,  
Member.

Montreal, May 11th, 1961.

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## Canadian Railway Board of Adjustment No. 1 Releases Decisions in Four Recent Cases

The Canadian Railway Board of Adjustment No. 1 has released its decisions in three cases heard on April 11 and in one case heard on May 9.

The first case concerned deadheading payments claimed by two yard helpers. The second dispute arose from a freight-train crew's disagreement with the company's definition of "straight-away service" when a turnaround and passing through the home terminal was included in the run. In the third case, a brakeman claimed as an extra trip his service on a diesel unit and car combination run from terminal to roundhouse. The dispute in the last case concerned a brakeman's claim for runaround when a brakeman's assignment was filled by a yard helper when no spare men were available on the brakemen's spare board.

The employees' contention was sustained in the first two cases; the company's contention was modified in the third and sustained in the fourth dispute.

Summaries of the four cases, Nos. 756 to 759, are given below.

**Case No. 756—***Dispute between Canadian National Railways (Great Lakes Region) and Brotherhood of Railroad Trainmen over deadheading payments claimed by yard helpers.*

Two junior yard helpers on the spare board at Stratford were assigned to temporary vacancies for which no applications were received when advertised. Both these vacancies were at stations subsidiary to Stratford, one at Guelph and one at Kitchener. Both yardmen on this temporary



assignment claimed deadheading payment for time between Stratford and Kitchener and Stratford and Guelph, but the Company declined their claims.

The employees contended they were ordered by the Railways to deadhead for relief purposes at a station subsidiary to their assigned terminal, and therefore were entitled to deadheading allowances under an article of the agreement that provides for deadheading payments in connection with relief work not claimed by workmen on seniority basis but assigned by the order of the Company.

The company contended that, as the vacancies were filled according to an article of the current agreement that dealt with the filling of temporary vacancies for which no applications had been received, the travelling involved was not "ordered by the company" but resulted from mandatory application of the seniority rules. In these circumstances, the employee is bound by the seniority rules to accept the assignment.

Because the wage agreement clearly stipulates that payment for deadheading will not be made when a temporary vacancy is bid for but will be made when men are ordered to fill a temporary vacancy, an adverse ruling by the board would open the way for employees to force payment for deadheading by boycotting advertisements for undesirable vacancies at subsidiary stations, the company contended.

The Board sustained the contention of the employees.

**Case No. 757—Dispute between Canadian National Railways (Great Lakes Region) and Brotherhood of Railroad Trainmen over separate trip claims by a conductor and crew assigned to freight service.**

An assignment for two conductors and four brakemen in daily freight service from Capreol to South Parry via Lowphos was advertised and filled. Local employee representatives protested prior to the effective date and suggested an alternative assignment. However, the work was started and subsequently the conductors and crew submitted claims for two separate trips, one from their home terminal, Capreol, to Lowphos Mine and back, the other one from Capreol to South Parry. The company declined these claims.

The employees contended that the assignment as set up by management was a combination of turnaround and straight-away service: Capreol to Capreol via Lowphos Mine being a turnaround, Capreol to South Parry, straightaway. Because an article of the current agreement does not provide for a call based on a combination

of the two, but only for either straight-away or turnaround service, the employees should be paid for each trip separately, on the basis of two separate days or time claims.

The company contended that there was no violation of the article cited, and based its interpretation of "straight-away" on another article, which applies this term to a train picked up at the initial terminal, cars being picked up and/or set off at intermediate points, and train delivered at the final terminal. The term "turnaround" applies to a train picked up at the initial terminal, with cars being picked up and/or set off at intermediate points, and train delivered at the away-from-home terminal on the outward trip, with the procedure reversed on the return trip.

Therefore, the company said, the trip Capreol - Lowphos - South Parry was a straight-away movement, as the crew picked up its train at Capreol, set off and picked up cars at Lowphos, and was not again required to stop except for orders, at Capreol until the train reached its final terminal at South Parry. In addition, the article cited applies only to trainmen in pool or irregular freight service and not to assigned freight crews who have bid in and accepted assignments as outlined in the bulletin.

The contention of the employees was sustained.

**Case No. 758—Dispute between Canadian National Railways (St. Lawrence Region) and Brotherhood of Railroad Trainmen, over a brakeman's claims for extra service when required to accompany diesel units with car attached from terminal to roundhouse.**

The head-end brakeman on the regularly assigned crew on a train between Toronto and Montreal was required, on several occasions, to accompany the diesel units to which a dynamometer car was attached, to the roundhouse. The diesel units with the attached car had been part of his train; the distance from Bonaventure Freight Terminal to the Turcot Roundhouse is approximately 2 miles, entirely within the switching limits of Montreal terminals. The brakeman claimed 100 miles each trip. The company reduced his time claims to the actual time utilized.

The employees' contention was that this trip to the roundhouse was an extra trip ordered after completion of his regular assignment.

An article of the current agreement states that trainmen called for extra service after completion of their regular assignment will be paid for such extra service not less than

a minimum day at the schedule rate of pay under the conditions applicable to service performed.

The company contended that, rather than by the article cited by the employees, this case is covered by another article, which provides that trainmen who remain on duty after the crew as a unit has been released, when special service such as accompanying the locomotive to the roundhouse is required, be paid on the minute basis; such time is not to be used to make up the basic day.

In this case, the brakeman's services were required because, on each occasion, the dynamometer car and diesel units had to be delivered to the shop track as one unit connected by electric wires and cables for testing purposes. The company further pointed out that, in similar cases, all other brakemen performed the same service and were paid according to the article it had cited, with no exceptions.

The Board stated that, as the movement of the dynamometer car resulted from its not being detachable from the diesel units, it was an exceptional movement and not of a nature specifically contemplated in the agreement. Payment in this case was therefore to be based on the nearest comparable move described in the agreement (without establishing a precedent to affect other terminal movements). In view of these special circumstances, the Board decided, the brakeman's payment should include the time required to return to Bonaventure freight terminal where caboose was tied up.

**Case No. 759—***Dispute between Canadian National Railways (Great Lakes Region) and Brotherhood of Railroad Trainmen over a brakeman's runaround claim for service assigned to a yard helper.*

The brakeman assigned to trains between London and Windsor, home terminal Wind-

sor, learned about a vacancy for brakeman on another train which was ordered at Windsor for 9:00 p.m. As his regular assignment was not due to leave until 3:30 a.m. the following morning, he notified the crew clerk that he would be available to fill the vacancy. However, the brakemen's spare board was exhausted and a yard helper was taken from his regular assignment to fill the vacancy. This happened twice, and the brakeman submitted a claim for runaround service on both occasions on the basis that he should have been considered available. The company turned down both his claims.

The union contended that a regular man holding seniority in the required group should be used rather than a man from another assignment and different group to fill a vacancy for which no spare men are available. Therefore, the yard man should not have been assigned after the crew clerk had been notified of a brakeman's availability for service to which entitled.

The company contended that, according to the article that defines rules for running of assigned crews in case the trains may be late or ahead of time, this case does not constitute runaround service. Further, another article states that a regularly assigned trainman cannot be considered available for service except on his regular assignment, and in such case is not permitted to vacate temporarily his assignment if it appears advantageous to him to do so.

The company also cited the Board's General Statement in Case No. 681 (L.G., 1957, p. 743), which rules that "assigned men not being obligated to accept service other than to which assigned, they cannot claim penalties when not called for service to which they are not assigned."

The employees' contention was not sustained.

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## GNP For the 1st Quarter

Gross national product was at a seasonally adjusted annual rate of \$36,012 million in the first quarter of 1961, reports DBS.

A slight slack in the pace of economic activity was associated with a sharp drop in business outlays for new plant and equipment which had been moving upward in the preceding two quarters. There was also a small decline in personal expenditure on consumer goods and services and a shift to neutral position in business inventories

which had shown a small accumulation in the final quarter of 1960.

These downward tendencies were largely offset by outlays for new housing, recovery in exports of goods and services, and continued strength in government expenditure.

The 1.2 per cent decline in GNP reflected an unusually sharp increase in dividends paid abroad in the first quarter of 1961, which are excluded from it.



# LABOUR LAW

## Legal Decisions Affecting Labour

British Columbia Court of Appeal restores 17 certification orders, Supreme Court rules determination of seniority rights within union's sole jurisdiction. Arbitration awards quashed by Ontario and New Brunswick courts. In Ontario, High Court distinguishes between "interlocutory" and "interim" injunctions

In British Columbia, the Court of Appeal restored 17 certification orders previously quashed by the trial judge, and ruled that Section 12 (12) of the Labour Relations Act did not limit the discretionary powers of the Board in determining a unit "appropriate for collective bargaining" and in certifying a union as a bargaining agent.

The B.C. Supreme Court ruled that the determination of seniority rights was a domestic problem within the sole jurisdiction of a union and the court could not interfere with the union's decision in this respect taken in conformity with the union's constitution.

In Ontario, the Court of Appeal quashed an arbitration award and upheld the right of management to retire employees at age 65, holding that the right was not impaired by the provisions of the collective agreement.

The Ontario High Court ruled that the Judicature Act, as amended in 1960, does not prevent the court from issuing an order to continue an injunction until the trial or final disposition of the case.

In New Brunswick, the Appeal Division of the Supreme Court, by applying the Arbitration Act to the arbitration of a labour dispute under a collective agreement, quashed an arbitration award because of a failure of the arbitrators to take the oath as prescribed under that Act.

### British Columbia Court of Appeal...

...allows the appeal from the decision of the trial court that quashed 17 certification orders

On February 7, 1961, the British Columbia Court of Appeal restored the Labour Relations Board's orders certifying Local 138 of the Brotherhood of Painters, Decorators and Paperhangers of America as bargaining agent for units of employees of

some 17 painting firms. The trial judge had quashed these orders on the ground that the Board exceeded its jurisdiction when certifying a union in respect of a geographical area where the employers were not at that time engaged in operations (L.G., April, p. 375).

The judgment of the Court of Appeal was delivered by Chief Justice DesBrisay, who recalled that the Board certified Local 138 for the employees of each of the 17 employers "employed as painters, decorators, paperhangers, wood-finishers, mastic applicators, building cleaners (steam or other process) and sandblasters in British Columbia, other than Kitimat, Kemano, Prince George and Dawson Creek and that part of Vancouver Island South of Port Alice."

The trial judge, quashing these certifications, held that jurisdiction of the Board to grant certification of virtually province-wide scope to any union must derive from the discretionary power vested in the Board by Section 12 (12) of the Labour Relations Act; that such discretionary power of the Board is subject to and governed by the opening words of subsection 12, namely: "where an employer has separate operations in progress in different parts of the province"; and that the evidence presented to the Court negated the existence of the conditions precedent upon which the discretionary power of the Board must depend.

Chief Justice DesBrisay noted that none of the employers had separate operations in progress in different parts of the province at the time the certifications were granted. In his opinion, the whole question before the Court was whether or not Subsection 12 is a limiting or a permissive section. Section 12 (12) reads as follows:

Where an employer has separate operations in progress in different parts of the Province,

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

if an application for certification of a trade-union for a unit is made, the Board may, if in its opinion the circumstances warrant such action, certify a trade-union for the unit in all the operations of the employer throughout the Province.

The Chief Justice held that Subsection 12 was intended to confer on the Board special or additional powers in relation to an application where the special circumstances referred to therein exist. In his opinion, Subsection 12 does not limit the powers of the Board as defined in Section 10 and Section 12 (1) and (4) of the Act. When Local 138 applied for certification, the duty of the Board was to determine whether each of the units was one "appropriate for collective bargaining." The Board had found that each was so appropriate and the matter was finally and conclusively decided under Section 65 (1) (i) of the Act, which reads:

If in any proceeding before the Board a question arises under this Act as to whether... a group of employees is a unit appropriate for collective bargaining... the Board shall decide the question, and its decision shall be final and conclusive.

The Court allowed the appeal and restored the certification orders. *Re Labour Relations Board and Brotherhood of Painters, Decorators and Paperhangers of America, Local 138*, (1961), 34 W.W.R., Part 8, p. 383.

### British Columbia Supreme Court...

...rules court cannot interfere with decision arrived at in accordance with union constitution

On March 13, 1961, Mr. Justice Sullivan of the British Columbia Supreme Court ruled that the Court could not interfere with a decision or internal management of a union acting within its powers as defined by the union's constitution.

Pacific Press Limited had a collective agreement, dated July 25, 1960, with Local 25 of the Vancouver Pressmen's Union, a subordinate of the International Printing Pressmen and Assistants' Union of North America. The agreement contained a "closed shop" provision, under which the employer agreed to employ in its press rooms only members of Local 25 and the local agreed to furnish enough competent men to fulfil the employer's requirements. Seniority rights of employees were to be determined by the union; an employee's seniority status with the company was not relevant.

Prior to June 15, 1957, there existed in Vancouver three separate chapels of newspaper pressmen, all of them comprising the membership of Local 25. One of such chapels was composed of pressmen employed by *The Sun*, a second of pressmen

employed by *The Province* and the third of pressmen employed by *The News Herald*. About June 15, 1957, the *News Herald* ceased to be published and the employees of that newspaper lost their employment. However, as members of Local 25, they were permitted to place their name at the bottom of the seniority lists of the *Sun* and *Province* chapels.

About the same time, the *Sun* and *Province*, up till then separately owned and operated, were acquired by the Pacific Press Limited, which now publishes both these papers. In anticipation of this transfer of ownership, a special meeting of the members of Local 25 was convened on June 7, 1957, and a majority of its members passed a resolution as follows: "That *Province* and *Sun* Chapels remain as is, with *Herald* men in seniority placing cards in either chapel." A dispute regarding seniority rights between the members of *Sun* chapel and members of *Province* chapel followed and efforts to work out a compromise failed.

On October 25, 1958, a general meeting of Local 25 took place and a resolution was passed to the effect that "all merger plans and discussions be ended and that separate chapels remain as at present." This majority decision of the members of Local 25 was appealed by the members of *Province* chapel to the President of the International Printing Pressmen and Assistants' Union of North America. The appeal was denied. Afterwards the members of *Province* chapel appealed the decision of the International President to the directors of the international body and that appeal was dismissed on February 9, 1960 on the ground that, according to the provisions of the union constitution, the subject matter of the dispute was one "solely within the prerogative of the local union."

Against this decision of the international directors, the members of *Province* chapel then took final appeal to the convention floor of an international convention of the parent body held in New York in October 1960. The convention dismissed the appeal on the ground that the matter in dispute was one to be settled by reference to local by-laws, the international constitution and the democratic process of majority rules. Some members of the *Province* chapel challenged the ruling of the union's convention in court action.

In Mr. Justice Sullivan's opinion, there was nothing in the material before him that could justify the intervention or interference of the court with the decision so arrived at or otherwise with the internal management of a union acting within its powers. In particular, Mr. Justice Sullivan stressed that



calculation of seniority is a domestic problem within the sole jurisdiction of Local 25 and is governed by the constitutional provisions of the international union, by which the members of Local 25 are bound so long as they choose to retain and enjoy membership in the international union. It is not for the court, Mr. Justice Sullivan added, to offer any gratuitous indication of its opinion regarding the decisions of union officials or tribunals acting within the scope of an exclusive authority, the validity of which the members of Local 25 could not question. *Griffiths, Hall and Holmes v. Pacific Press Ltd. and Vancouver Printing Pressmen's Union No. 25*, Canadian Labour Law Reports, May 19, 1961, para. 15,351.

### Ontario Court of Appeal...

...quashes an arbitration award and upholds a company's right to retire employees at age 65

On December 16, 1960, the Ontario Court of Appeal, by a majority decision, quashed an arbitration award and held that a company's policy of compulsory retirement of employees at age 65 was a function of management not expressly restricted by the terms of a collective agreement but, on the contrary, was implied in the provisions of the agreement.

A collective agreement between Sandwich, Windsor and Amherstburg Railway Co. and a union provided in Section 46, entitled "Pensions," that "whenever the company retires an employee because of old age and/or sickness which renders him physically unfit or unqualified for the job... the company will recommend to the Ontario Municipal Board that its approval be granted permitting the company to pay such employee... a pension" based on a certain formula. A second clause of the section contained certain exceptions, among them a provision excluding employees with less than 19 years service or who were retired before age 65; and a third clause obligated the company, on the union's request, to give careful consideration to any special cases where retirement was necessary and the person could not come "within the foregoing provisions of this section."

The company unilaterally adopted a policy of compulsory retirement of employees at age 65, a policy that was challenged by the union.

The Board of Arbitration held that the effect of Section 46 of the agreement was to constitute a pension plan and it was not open to the company unilaterally to alter a provision of the pension plan as set out in Section 46; the resolution of the company prescribing a compulsory retirement

age of 65 generally applicable to the employees was such unwarranted alteration.

The company challenged the arbitration award in *certiorari* proceedings. Mr. Justice Spence dismissed the application, however, and upheld the award as being within the provisions of the collective agreement. He accepted the principle that retirement of employees at any particular age is a function of management, and the question was whether or not that function of management was in any way cut down or taken away from the employer by reason of the provisions of the collective bargaining agreement. In particular, the question was whether or not the company was prohibited from putting in force the resolution it had adopted by necessary implication from the terms of Section 46 of the agreement. Mr. Justice Spence thought that the necessary implication was, from the language used, that the company was not to retire employees unless, through old age or sickness, they were rendered incapable.

The ruling of Mr. Justice Spence was appealed by the company. In the Court of Appeal, Mr. Justice Aylesworth (with whom Mr. Justice Gibson concurred) agreed with Mr. Justice Spence that as a matter of principle the retirement of employees at any particular age was a function of management. Also, he was in agreement that the collective agreement did not prohibit in precise terms that which was done by the company. However, he disagreed with Mr. Justice Spence when the latter held that the company was prohibited by necessary implication from the terms of Section 46 from adopting a rule requiring its employees to retire at age 65.

In Mr. Justice Aylesworth's opinion, to interpret the provisions of the collective agreement as was done by a majority of the arbitrators and by Mr. Justice Spence, was to add words and a meaning to Section 46 that were not apparent from a fair and full reading of that section and that could not be added thereto under the principle of "necessary implication."

The construction given by the arbitration tribunal and Mr. Justice Spence was as though after the words "whenever the company retires an employee because of old age and/or sickness which renders him physically unfit or unqualified for the job employed at by this company" appear the words "and the company agrees it will not retire an employee for any other reason."

Mr. Justice Aylesworth was of the opinion that to adopt a rule or regulation for compulsory retirement of all employees at age 65 was not violation of Section 46 but, on the contrary, was the exercise of a right of

management that was not infringed upon or taken away or affected by Section 46 of the collective agreement.

The Court of Appeal, by a majority decision, allowed the appeal and upheld the company's right to retire employees at 65.

Mr. Justice McGillivray, dissenting, was of the opinion that Section 46 of the agreement established a retirement and pension scheme, the provisions of which implied that there would be no retirement on grounds other than old age or sickness which rendered employees incapable of doing their jobs. *Re Sandwich, Windsor and Amherstburg Railway Co. et al* (1961), 26 D.L.R. (2), Part 10, p. 704.

### Ontario High Court...

...makes distinction between "interlocutory" and "interim" injunction under Ontario Judicature Act

On November 14, 1960, Chief Justice McRuer of the Ontario High Court ruled that Section 17 of the Judicature Act as amended in 1960 refers only to an "interim injunction" in limiting the duration of an injunction to four days and does not restrict the power of the court to issue an "interlocutory" injunction under Section 16 to continue until trial or other disposition of the case.

Acting on an application to continue an injunction against picketing, Chief Justice McRuer considered the proper construction of Sections 16 and 17 of the Judicature Act.

Section 16 reads, in part, as follows:

S. 16 (1) ... an injunction may be granted ... by an interlocutory order of the court in all cases in which it appears to the court to be just or convenient that the order should be made; and any such order may be made either unconditionally, or upon such terms and conditions as the court shall deem just; and if an injunction is asked, either before, or at, or after the hearing of any cause or matter, to prevent any threatened or apprehended waste or trespass, the injunction may be granted ...

Section 17 of the Act, before the 1960 amendment, read as follows:

S. 17 (1) In this section "labour dispute" means any dispute or difference between an employer and one or more employees as to matters or things affecting or relating to work done or to be done by the employee or employees or as to the privileges, rights, duties or condition of employment of the employee or employees.

(2) An *ex parte* interim injunction to restrain any person from doing any act in connection with any labour dispute shall not be for a longer period than four days.

According to the Chief Justice, Section 16 conferred on the court the power to make an interlocutory restraining order before the action had been tried and the merits of the case determined.

Section 17 dealt with a certain type of interlocutory order, i.e., an *ex parte* interim injunction, that is, an interim injunction made without notice to the opposite party and to be in force for a specific period not exceeding four days.

By an amendment in 1960, Section 17 was repealed and replaced by another section, of which the relevant subsections read as follows:

S. 17 (2) An interim injunction to restrain a person from any act in connection with a labour dispute shall be granted only upon at least two days' notice to the person or persons to be affected thereby and shall not be for a longer period than four days.

(3) An interim injunction under subsection 2 may be granted *ex parte* where the court is satisfied that a breach of the peace, injury to the person or damage to property has occurred or an interruption of an essential public service has occurred or is likely to occur.

It was argued before the court that the effect of the new subsections 2 and 3 is to deprive the court of power to make any order to continue an injunction until the trial or final disposition of the action but in all cases the court is restricted to an interim order lasting not more than four days.

Chief Justice McRuer did not accept this construction of Section 17. Such a construction, in his opinion, would lead to absurdity. It would mean that in a case where an employer and owner of property has come to the court to restrain a mass assault on his property arising out of a labour dispute and has shown a good case, he must go back to court every four days for a protecting order until the action has been tried and judgment for a permanent injunction given.

The Chief Justice pointed out that there are three sorts of interlocutory restraining orders that a court may make: an interim order made *ex parte* and for a specific time only; an interim order made on notice but for a specific time, often in order to give the opposite party an opportunity to prepare a reply; and an order restraining the defendant until the trial or other disposition of the action.

Referring to the 1960 amendment, and relying on various authorities, the Chief Justice noted that the word "interim" in the legal sense has a well-established usage. It connotes a definite period of time with a fixed beginning and ending. It may well be that the words "interim" and "interlocutory" are used interchangeably but, in his opinion, they are not strictly interchangeable. The term "interlocutory injunction" comprehends any order for an injunction made before the final disposition of the case. Strictly speaking, an order to continue an injunction



until the trial of an action should not be referred to as an "interim injunction." On the other hand, an injunction to be continued to a named date, which is automatically dissolved on that date unless continued by a further order of the court, is accurately and precisely described as an "interim injunction."

In Chief Justice McRuer's opinion, the word "interim" used in Section 17 of the Act should be interpreted as applying only to those injunctions granted pending the trial but in force only until a day named. When the ends of justice are better served by making an order limited to four days, the court may always do so, while, on the other hand, if no useful purpose can be served by making such an order, the court may issue an order to continue the injunction until the trial or final disposition of the case. It would require, the Chief Justice added, the clearest of language to deprive the court of the power to exercise its discretion in such cases. *Century Engineering Co. Ltd. v. Greto et al* (1961), 26 D.L.R. (2d), Part 5, p. 300.

#### New Brunswick Supreme Court (Appeal Division)

...quashes arbitration award because arbitrators did not take oath prescribed by Arbitration Act

On October 17, 1960, the New Brunswick Supreme Court (Appeal Division) ruled that the Arbitration Act of the province applies to the arbitration of labour disputes under a collective agreement coming within the Labour Relations Act, and the failure of the arbitrators to take the oath prescribed by Section 10 of the Arbitration Act invalidated their award.

Atlantic Sugar Refineries Limited and Local 443 of Bakery and Confectionery Workers International Union of America, in October 1959, entered into a collective agreement that provided for settling disputes through arbitration procedure. The agreement provided that upon the written request of either party a board of adjustment would be established to arbitrate any disagreement between the company and the union regarding the meaning and application of the agreement, except the matters reserved exclusively to management. The agreement provided for the selection of three members of the board of adjustment, whose majority decision was to be final and binding. It provided also for the expenses and remuneration of the arbitrators, but there was no provision regarding the taking of an oath. Article 4 of the agreement stipulated the sole right of the company to manage the business and direct the working

forces and provided that all functions not specifically restricted by the clauses of the agreement were the right of management.

Prior to the conclusion of the collective agreement, the company was gradually replacing the employees serving as the guards at the main gate to the company's premises by personnel of the Corps of Commissionaires. The usual number of gatemen had been seven. At the date of the collective agreement, only three gatemen were employees of the company. A few weeks later, two of these retired on superannuation and their jobs were taken over by Corps personnel. The union objected, claiming that under the collective agreement the company was obligated to appoint successors from among its own employees and that the company's arrangements with the Corps violated the agreement. The dispute was submitted to arbitration and, in due time, a board of adjustment was established to settle the dispute. After some delays, the arbitrators concluded their inquiry and rendered a majority award.

The company applied to the Appeal Division of the Supreme Court of the province to set aside the award. The application was made under Section 17 (2) of the Arbitration Act, which reads: "Where an arbitrator or umpire has misconducted himself, or an arbitration or award has been improperly procured, the Court may set the award aside."

One of the alleged errors advanced by the company was failure by the arbitrators, before proceeding, to take the oath prescribed by Section 10 of the Arbitration Act. Admittedly, no oath was taken, but the union contended that the provisions of Section 10 did not apply to the type of arbitration under review.

The Arbitration Act purports to apply to every submission to arbitration by act of parties. Section 1(g) provides that "In this Act, unless the context otherwise requires, 'submission' means a written agreement to submit present or future differences to arbitration, whether an arbitrator is named therein or not." Section 3 further provides that the Act applies "to every arbitration under any Act as if the arbitration were pursuant to a submission, except in so far as this Act is inconsistent with the Act regulating the arbitration or with any rules or procedure authorized or recognized by that Act."

Claiming that the Arbitration Act does not apply to labour arbitration, the union relied on Section 18 of the Labour Relations Act, which provides that every collective agreement shall contain a provision for final settlement without stoppage of work,

by arbitration or otherwise, of all differences concerning the meaning or violation of the agreement; where a collective agreement does not contain a provision for final settlement of differences, the Board shall, upon application of either party, by order prescribe a provision for final settlement which shall be deemed to be a term of the collective agreement and binding on the parties to the collective agreement; and that every party to and person bound by the agreement shall comply with the provision for final settlement of the disputes.

Chief Justice McNair, who delivered the judgment of the Court, noted that the Labour Relations Act contains no other provisions, procedural or otherwise, relating to the arbitration of disputes arising out of a collective agreement. Moreover, it contains no provision, such as is found in other provincial legislation, excluding in any such arbitration the application of the Arbitration Act or any of its provisions.

The union submitted that Section 18 of the Labour Relations Act creates a statutory arbitral tribunal to which the parties to a collective agreement are compelled to resort for the final settlement of differences concerning the meaning or violation of the agreement and the proceedings of such a tribunal are not ordinarily subject to control by the courts.

The Chief Justice did not accept this argument. In his opinion, Section 18 of the New Brunswick Labour Relations Act does not compel resort to arbitration nor to a tribunal created by statute. Any clause providing for settlement of disputes, whether by arbitration or some other procedure, and whether inserted in the agreement by the parties or written into it by the Labour Relations Board (following an application by either party), rests not on a statutory but on a purely consensual basis. Therefore, the question before the court to decide was simply whether Section 10 of the Arbitration Act applied to arbitration proceedings for settlement of a dispute as to the meaning or violation of a collective agreement within the scope of the Labour

Relations Act, when the agreement was silent on the question and there was no statutory provision to the contrary.

The union claimed that the Legislature, when enacting the Arbitration Act, intended to restrict its application only to arbitrations of the conventional type relating to commercial transactions or to matters involving ordinary legal rights or obligations and did not intend to apply it in the field of modern labour legislation as embodied in the Labour Relations Act concerned with matters of social rather than legal implications. Relying on Section 3 of the Arbitration Act, the union claimed that the entire Act was inconsistent with the Labour Relations Act and its provisions were inapplicable to arbitration proceedings involving labour-management disputes. In answer, the company relied on the precise and explicit language of Section 10 of the Arbitration Act, which reads:

S. 10 (1) Every arbitrator or umpire before proceeding to try the matter of any arbitration shall take and subscribe the following oath before any person authorized to administer affidavits;

I (A. B.) do swear that I will well and truly try the matters referred to me as provided by the submission in the matter of (...), and a true and impartial award make in the premises, according to the evidence and my skill and knowledge. So help me God.

(2) Where the arbitration is by virtue of An Act of the Legislature and a special oath is therein set out to be taken by the arbitrators, the special oath shall be used and not the oath as set out in this section.

In the opinion of Chief Justice McNair, the language of Section 10 is clear and unambiguous and applies to the arbitration proceedings under review. It was a condition precedent to the exercise of jurisdiction by the arbitrators that they take and subscribe the prescribed oath. The failure of the arbitrators to do so rendered their award invalid. The Court set aside the arbitration award. *Re Atlantic Sugar Refineries Ltd. and Bakery and Confectionery Workers International Union of America, Local No. 443*, (1961), 27 D.L.R., (2) Part 4, p. 310.



# Recent Regulations under Provincial Legislation

Minimum wage, vacation with pay and hours of work orders revised in Alberta.  
First apprenticeship regulations for machinist trade are issued in Manitoba

In Alberta, new general minimum wage orders set a minimum weekly wage of \$34 for full-time employees over 19 years in centres with a population of over 5,000 and of \$30 elsewhere in the province. The new part-time rate for adult workers is 85 cents in the larger centres and 75 cents in the smaller places. The revised general vacation order provides for a two-week vacation after a year's service. The new hours of work order extended the 44-hour week, previously limited to the four largest cities, to all places with a population of over 5,000.

In Manitoba, apprenticeship regulations for the machinist trade provided for the certification of tradesmen, made it compulsory for learners 16 to 21 years to register with the director of apprenticeship, and provided for voluntary registration of learners over 21 years.

The new fair wage schedule for Manitoba construction workers set higher minimum rates for some occupations.

Other regulations deal with pressure vessel welders in Alberta, procedures of the British Columbia Labour Relations Board, the licensing of Newfoundland logging camps, hours of bus and truck drivers in Prince Edward Island, and industrial camps in Quebec.

## Alberta Boilers and Pressure Vessels Act

Alberta has issued new regulations, effective May 1, 1961, relating to pressure vessel welders under the Boilers and Pressure Vessels Act. Gazetted April 29 as Alberta Regulation 103/61, they rescind Alta. Reg. 92/57, originally approved by O.C. 442 of 1956 (L.G. 1956, p. 880).

The new regulations adopt the following codes, and amendments, when approved by the Chief Inspector, as standards governing pressure vessel welders and welding: C.S.A. B51—1960 Code for the Construction and Inspection of Boilers and Pressure Vessels; the 1959 edition of the A.S.M.E. Boiler and Pressure Vessel Code, as follows: Section I, Power Boilers; Section IV, Low Pressure Heating Boilers; Section V, Miniature Boilers; Section VIII, Unfired Pressure Vessels; Section IX, Welding Qualifications; and the American B31 Code for Pressure Piping.

Provision is made for Grade "A" and Grade "B" Pressure Vessel Welders Certificates, as previously, but they now restrict the holder to manual welding. In addition, there is a new Machine Welding Operator's Certificate which authorizes the holder to operate machine or automatic welding equipment. The operator of semi-automatic arc-welding equipment must hold a Grade "B" Certificate.

In accordance with a new provision, the Chief Inspector may grant appropriate credit to a candidate for a Grade "A" Certificate who, in other jurisdictions, has obtained experience equivalent to that required by these regulations.

The regulations now require all manual welders to pass an initial performance qualification test, for all welding positions, which meets the requirements of Section IX, A.S.M.E. Boiler and Pressure Vessel Code. Requirements in respect of the renewal of performance qualifications are also set out.

The Inspector conducting welding tests must now issue Performance Qualification Cards, giving details of the test which the welder has passed to establish his qualifications.

Manufacturers and contractors working on boilers and pressure vessels are obliged to assign to each pressure vessel welder in their employ a number, letter or symbol to identify the welder's work.

## Alberta Labour Act

Two new general minimum wage orders, an hours of work order and a revised general vacation order issued by the Alberta Board of Industrial Relations were gazetted as Alta. Reg. 113/61 to 116/61 on May 15 to go into force on June 1.

The new minimum wage orders, which replace four orders issued in 1956, set a minimum weekly wage of \$34 for full-time employees over 19 years in places with a population of over 5,000, and of \$30 in the small centres. Under the four previous orders, which differentiated between male and female employees, the minimum weekly wage in places with a population of over 5,000 was \$30 for men and \$28 for women. In the rest of the province the minimum adult rate was \$26 for men and \$24 for women.

The new hours of work order reduced the work-week from 48 to 44 hours in places with a population of over 5,000, replacing a 1952 order which set a 44-hour standard for the cities of Edmonton, Calgary, Lethbridge and Medicine Hat.

The revised general vacation order provides for an annual paid vacation of two weeks after a year's employment instead of a vacation of one week after a year's service and two weeks after a second year.

#### Minimum Wages

Together the two new minimum wage orders, No. 1 (1961) and No. 2 (1961), cover all employees in the province within the scope of the Alberta Labour Act except the following: persons subject to another order fixing different minimum rates or exempting certain employees from minimum wage provisions; workers governed by an industrial standards schedule; apprentices working under an apprenticeship contract approved by the Board of Industrial Relations; persons hired for casual, seasonal or temporary work in any industry by another than the employer engaged in such industry; and persons engaged by a contract approved by the Board and paid on a commission basis or paid a stated salary payable by the week, month or year.

Although dropping the sex differential, the new orders continue to distinguish between employees whose regular work-week is 40 hours or more and those who normally work less than 40 hours a week, setting weekly rates for the former and hourly rates for the latter. Lower full-time and part-time rates are also set for employees 18 to 19 years and for those under 18 years. Previously, special rates were set for male employees 18 to 19, 17 to 18 and under 17, and also for female employees with less than three months experience.

#### FULL-TIME EMPLOYEES

As has been indicated, the minimum now payable in places with a population of over 5,000 to full-time employees over 19 years of age, including persons paid on a commission or piecework basis, is \$34 a week. Full-time employees 18 to 19 years must now receive at least \$30 a week and those under 18 years at least \$26.

In the smaller centres, the minimum payable to adult workers who regularly work 40 or more hours a week is \$30. Employees 18 to 19 years of age are to be paid at least \$26 a week and those under 18 at least \$22.

#### PART-TIME EMPLOYEES

The minimum wage now payable in the larger centres to adult workers whose regular work-week is less than 40 hours is 85

cents an hour. Part-time workers in the 18 to 19 age-group are to be paid at least 75 cents an hour and those under 18 at least 65 cents.

In places with a population of less than 5,000 the minimum wage for a part-time worker over 19 years of age is 75 cents an hour. The rates for those under 19 are 65 cents and 55 cents, depending on the age-group.

#### DAILY GUARANTEE

The daily guarantee provision is unchanged, providing that a worker who is employed for less than four consecutive hours a day is to receive at least four hours pay at the minimum part-time rate for his classification. As before, a meal period of one hour or less may not be counted as part of the four consecutive hour period.

#### OVERTIME AND PUBLIC HOLIDAYS

As under the previous orders, the minimum payable for overtime is one and one-half times the regular rate.

Also, the orders again forbid an employer to reduce the wages of an employee who normally works 40 or more hours a week below the prescribed minimum wage by making a deduction for time not worked on a statutory holiday if his establishment is not open for business on that day.

#### PIECEWORKERS

Following previous practice, the orders continue to stipulate that the wages of pieceworkers and persons paid wholly or partly on a commission basis must be adjusted so that no employee may receive less than the prescribed minimum. The period of adjustment may be no longer than one month, however.

#### DEDUCTIONS

The orders place the same limitations as formerly on deductions that may be made from minimum wages for board and lodging. The maximum deductions permitted are: \$4.50 for 21 meals in a seven-day week; \$4 for 18 meals in a six-day week; 25 cents for single meals; \$1.50 for a full week's lodging and 25 cents per day where lodging is furnished for less than a week. No charge may be made for meals not consumed.

The prohibition against deductions for uniforms or breakages, which previously applied only to women, now applies to men as well. No employer may reduce an employee's wages below the prescribed minimum wage by making a deduction for furnishing, repairing or laundering a uniform or a special article of wearing apparel



required by the employer or for accidental breakages by an employee of any article belonging to the employer.

### Hours of Work

The new hours of work order, No. 22 (1961), which places a 44-hour weekly limit on hours in centres with a population of over 5,000, will affect employees in places such as Bowness, Camrose, Grande Prairie, Jasper Place and Red Deer, where the 48-hour weekly limit set by the Act was previously in effect. However, it will not result in reduced hours for employees in Edmonton, Calgary, Lethbridge or Medicine Hat, as the 44-hour standard has been in effect in these cities since 1952. The daily limit remains eight hours, the same as for the rest of the province.

The new order covers all employees within the scope of the Labour Act, including employees in hospitals and nursing homes, a group previously exempted. The only exclusions are persons governed by another order or workers covered by a collective agreement or an industrial standards schedule, who will be exempted until the next anniversary date of the agreement or schedule following the effective date of this order (June 1).

In line with the usual practice, some exceptions are provided for. In cases where the new weekly limit is impractical, the 44-hour week may be averaged over a four-week period, provided weekly hours do not exceed 48 in any one week.

In the small centres, the weekly limit on hours remains 48 hours as provided in the Labour Act.

### Vacations with Pay

As indicated above, the new general vacation order, No. 5 (1961), makes it mandatory for an employer to give each of his employees an annual vacation of two weeks after a year's employment with pay at the rate of four per cent of regular earnings during the vacation year. Three other provinces, British Columbia, Manitoba and Saskatchewan, require employees to be given a two-week vacation after a year's service.

The revised order has substantially the same coverage as the previous one, applying to all persons subject to the Labour Act except the following: (1) persons employed for eight hours or less in a week; (2) real estate agents and salesmen licensed under the Real Estate Agents' Licensing Act; (3) persons holding a certificate under the Alberta Insurance Act; (4) persons registered under the Investment Contracts Act (a group not previously listed); (5) bond and stock salesmen registered under the Securities Act, 1955; (6) commercial travel-

lers paid exclusively upon a commission basis; (7) employees subject to a special vacation order setting out vacation requirements for a particular employment (coal miners, employees in the highway, pipeline and heavy construction industries and persons in the building construction industry); (8) employees exempted by a special order of the Board.

As well as extending the vacation period, the revised order has also changed the period of service held to constitute a year's employment. A year's employment is no longer defined as continuous employment for a period of one year from the employee's date of employment comprising not less than 225 days of actual work. Instead, the term "a year's employment" now means 12 consecutive months from the date employment actually began or from the date on which an employee became entitled to an annual vacation under any custom, agreement or contract of employment which ensures the employee vacation benefits comparable to those in the order and each subsequent year thereafter. In addition, an employee is now required to have worked not less than 90 per cent of the regular working days in the establishment or of the days scheduled to work if a part-time employee. The order further provides that an employee's vacation period must now be counted as days worked when calculating his entitlement to vacation in the following year.

As before, the order stipulates that if a statutory holiday on which the employer's place of business is closed occurs during the vacation period, the employee must be allowed an additional day with pay immediately after his vacation.

Instead of being given pay in lieu of a vacation as formerly, an employee who has been employed for a year but has not met the prescribed work requirements must now be given a vacation calculated on a *pro rata* basis.

A vacation, as before, must be given in one unbroken period within 12 months after the date the employee becomes entitled to it. If a date is not mutually agreed upon, the employer must give the employee at least one week's notice of the date of commencement of vacation. A new provision states that an employer may, on the request of the employee, give to an employee a vacation during the year in which it accrues.

As previously, vacation pay must be given in one amount at least one day prior to the date of commencement of the vacation. Normally, vacation pay must now be based on four per cent of the employee's

regular pay (including vacation pay) for normal hours of work during the vacation year.

However, if a vacation is given during the year in which it accrues, an employee must receive vacation pay equal to four per cent of his regular pay for the 12 months immediately preceding his annual vacation. Where an annual vacation is given in the first year of employment, the employer must pay to the employee the equivalent of two weeks' wages calculated on his average earnings for the period of employment.

The regulations again specify that where an employer makes deductions for board or lodging or both from an employee's wages, regular pay must include the cash value of such deductions.

Employees are again entitled to vacation pay on termination of employment but the 30-day qualifying period previously in effect has been dropped. An employee whose services are terminated before he becomes eligible for an annual vacation must receive an amount equal to four per cent of his regular pay for the period of employment. An employee who is entitled to a vacation but has not taken it must be paid, on termination, his vacation pay plus an amount equal to four per cent of his regular pay since he last became entitled to an annual vacation.

As has been the case, nothing in the order affects any provision in any agreement or contract of service or any custom that ensures to any employee more favourable vacation benefits than those provided in the order. Similarly, less favourable provisions are again declared to be null and void.

### British Columbia Labour Relations Act

Regulations under the British Columbia Labour Relations Act governing the procedure of the Labour Relations Board were gazetted as B.C. Reg. 55/61 on April 20. The regulations, which are more detailed than formerly, take into account some of the 1961 amendments to the Act. Among other new rules are provisions dealing with settlement votes, mailed votes and applications to alter pay rates and applications for conciliation services. A number of new forms are also prescribed.

One of the new provisions sets out the procedure to be followed when an employer seeks permission to alter rates of pay or conditions of employment while an agreement is being negotiated. In such cases an employer must apply to the Chief Executive Officer of the Board, who will then

notify the other party or other persons affected of the proposed changes. Within five days, the parties notified must submit their observations to the Chief Executive Officer, who will refer them to the Minister, who may issue regulations as provided in the Act.

Applications to alter pay rates or conditions of employment when an application for certification is under consideration must, as before, be submitted to the Registrar.

Under the revised regulations, when an application to decertify a union has been received, the Registrar must now notify the employer and the employees as well as the certified trade union concerned. All parties are given 10 days in which to submit their observations.

One of the 1961 amendments intended to encourage early settlement of strikes and lockouts authorized the Minister of Labour to direct that a settlement offer made by either party be put to a vote of the employers or employees affected. The regulations provide that such proceedings may be initiated by filing with the Chief Executive Officer an application on the prescribed form setting out the particulars of the settlement offer. The Chief Executive Officer may refer the application to a conciliation officer for investigation, which must include discussion of the settlement offer with both parties to the dispute. In his report, the conciliation officer must state the result of his investigation and may include any recommendation he considers appropriate regarding the taking of a vote. After considering the conciliation officer's report, the Minister may, if he believes that the offer would have a reasonable opportunity of resolving the dispute, direct that a settlement vote be taken. In such cases, the party making the offer must supply the returning officer with printed copies of the offer in such number and in such form as the returning officer considers necessary for purposes of the vote.

The rules regarding a settlement vote are the same as for a representation vote or for a pre-strike or pre-lockout vote. The Minister (the Board in the case of a representation vote) may appoint a returning officer, who, among other duties, must fix the date, time and place for taking the vote, determine the form of the ballot, invite the trade union and employer affected to appoint scrutineers, obtain from the employer a certified list of employees in the unit on a specified date and settle the list of eligible voters in accordance with the regulations. When a mailed vote is being conducted, the returning officer must, in addition to his other duties, forward with



each ballot a letter setting out the information upon which the vote is being held and instructions for voting and must also designate the time and place for counting the ballots.

In the case of a representation vote, all employees in the unit on the date of application for certification will be counted eligible voters unless the Board orders otherwise or the employees are absent from work during working hours and do not cast their ballots.

When a decertification vote is being held, the voters' list must include all employees in the unit on the date determined by the returning officer, except where the Board decides otherwise.

Where a pre-lockout or a pre-strike vote or a settlement vote is being conducted, all employees in the unit on the date fixed by the returning officer are eligible to vote.

Collective agreements, constitutions and by-laws required to be filed under the Act will be open to inspection at the Department's offices in Victoria.

### Manitoba Apprenticeship Act

Regulations under the Manitoba Apprenticeship Act setting out requirements for apprenticeship in the machinist trade were gazetted March 25 to take effect from date of publication. The machinist trade was declared an apprenticeable trade in 1959 and these are the first special rules to be issued for the trade.

In the regulations, the term "machinist trade" covers all work carried on by machinists or automotive machinists.

By "automotive machinist" is meant a person who, as a result of study and experience with automobiles, trucks and automotive equipment, is able to perform skilled manual work, fabricating and repairing metal parts; to do machine work, bench hand work and flange assembly; to shape, turn, bore, grind, plane and finish metal parts and generally to produce highly skilled work at a journeyman level.

To qualify as a machinist under these regulations a person must be able to perform the following operations: (1) turn a block of metal into a precise machine part or tool by using hand or machine tools to cut, shave or grind a block of metal to the required shape and size, or to drill, bore or broach holes in it; (2) read and use blueprints and plan work procedure; (3) select suitable metal stock and lay out work with precision instruments; (4) set up work in machines, selecting proper tools for each operation; (5) operate machine tools, including engine lathes, milling machines, drill presses and broaching

machines, in proper sequence to complete the machining of a block, checking dimensions with required frequency and adjusting speeds; (6) fit and assemble parts; (7) design dies, tools, jigs and work-holding fixtures; (8) generally to produce highly skilled work at a journeyman level.

The regulations make provision for granting certificates of qualification to persons with experience in the trade who have not served a formal apprenticeship. Any person 28 years or over who submits testimonials certifying that he has worked as a machinist or an automotive machinist for seven or more years prior to March 1, 1961 may be granted a certificate of qualification upon passing an examination approved by the trade advisory committee. If an applicant applies within 90 days from March 25, 1961, he may not be required to try an examination or may be exempted in part.

A candidate who fails an examination may be given an appropriate standing as an apprentice and, if not already registered, may register as an apprentice and complete his training under the Apprenticeship Act and this regulation.

Under the new regulations it is now mandatory for persons between 16 and 21 years who are presently learning the trade, whether under a training agreement or not, to register with the Director of Apprenticeship as an apprentice. In future, every person under 21 years who enters the machinist trade must enter into an apprenticeship agreement within three months.

Registration is voluntary for persons over 21 years both in the case of those presently learning the trade and those who enter later. Unless rejected by the trade advisory committee for "adequate assigned reasons," learners over 21 years may be registered with the Director of Apprenticeship.

The minimum educational requirement for an applicant for apprenticeship in the machinist trade is Grade IX or its equivalent but the committee may give preference to persons with Grade X standing or higher.

The term of apprenticeship is five years, including the probationary period. However, if an apprentice has attended an approved technical school or has had previous experience in the trade, the term of apprenticeship may be reduced by the apprenticeship board on the recommendation of the committee. Also, an apprentice who has completed his technical educational training and has been recommended by his employer may, with the approval of the committee, be given his final examination at the end of his fourth year of apprenticeship.

The ratio of apprentices to journeymen is one to five except that an employer who employs at least one journeyman or is himself a journeyman may engage one apprentice. An apprentice employed temporarily to learn a branch of the trade not carried on by the employer to whom he is apprenticed need not be counted when determining the quota.

Apprentices are required to attend the prescribed educational classes, which must include instruction in courses recommended by the committee and approved by the board. However, if an apprentice has completed a six-month course relating to the machinist trade in the Manitoba Technical Institute or other course approved by the Director, he may be exempted from attending some of the classes upon the recommendation of the committee and the apprenticeship board.

An employer is obliged to give every apprentice such instruction and practical training in all branches of the trade as is deemed necessary by the trade advisory committee to develop a practical and skilled journeyman. He must also submit an annual progress report to the committee and a final report when requested by the board.

On completing his term of apprenticeship, an apprentice who has attended the prescribed educational classes and passed the trade tests and examinations set by the committee will be granted a certificate upon payment of the required fee.

In line with the usual practice, the regulations stipulate that an apprentice must be paid a specified percentage of the prevailing journeyman's rate. During the first six months the rate is 40 per cent, increasing by five per cent every six months until the tenth six-month period, when the minimum payable is 85 per cent of a journeyman machinist's wage.

With two exceptions, the hours of apprentices are the same as those currently worked by journeymen employed by the same employer. One exception is that male employees under 17 years are not permitted to work more than 48 hours in any week. The other: no female apprentice, regardless of age, may work more than 44 hours in any week except in accordance with the Employment Standards Act and the Minimum Wage Regulations.

### Manitoba Fair Wage Act

The annual fair wage schedule fixing minimum wages and maximum hours of work at regular rates for certain Manitoba construction workers was gazetted May 6 to remain in force from May 1, 1961 until

April 30, 1962. The majority of rates are the same as in the previous schedule, although a few were increased, the most common increase being 10 cents an hour. There were no changes in hours.

As previously, the fair wage schedule is in two parts. Part I applies to private construction work costing more than \$100 in Greater Winnipeg or in any city or town with a population of 2,000 or more or in any other part of the province designated by the Lieutenant-Governor in Council and to Public Works contracts. Part II, as before, applies to public highway, road, bridge or drainage construction projects outside the city of Winnipeg authorized by the Minister of Public Works.

Part I, as previously, contains two sets of minimum rates, Zone "A" rates and Zone "B" rates, which cover 27 occupations, including licensed tradesmen, skilled and unskilled labourers, truck drivers and watchmen. Zone "A" rates, which, except in a few cases are higher than Zone "B" rates and are for the most part based on a 40-hour week, apply to public and private construction work in Winnipeg and a 30-mile radius. Zone "B" rates, which with one exception are based on a regular work-week of 48 hours and are generally lower than Zone "A" rates, apply to public construction work elsewhere in the province and to private construction work in places with a population of 2,000 or more (Brandon, Dauphin, Flin Flon, Minnedosa, Neepawa, Portage la Prairie, Steinbach, Swan River and The Pas).

As previously indicated, the majority of the rates set are the same as those in the previous schedule. However, some Zone "B" rates were increased, thereby reducing the differential between the two zones and in a few cases higher rates were set for occupations where it has been the practice to set the same rate for both zones.

One change was made in the classification of workers. The category lathers now has three subdivisions: (1) journeymen lathers engaged in metal lathing work commonly known as "furring and suspension lathing"; (2) journeymen lathers engaged in nail or plaster board lathing who apply an average of at least 40 bundles of plaster board lathing per eight-hour day; (3) journeymen lathers who apply fewer than 40 bundles of plaster board lathing in eight hours of work. The rates for persons in the first two subdivisions are the same, \$2.65 an hour in Zone "A" and \$2.35 in Zone "B". The minimum hourly wage for lathers in the third subdivision is \$2.35 an hour in Zone "A" and \$2.10 in Zone "B". As is



the case in most occupations, the Zone "A" rates are based on a 40-hour week and the Zone "B" rates on a 48-hour week.

As has been indicated, in a few occupations rates were raised in both zones. The rates for marble setters were increased by 10 cents to \$2.35 an hour in Zone "A" and \$2.10 in Zone "B". The rate for sheet metal workers was raised from \$2.40 to \$2.50 in Zone "A" and from \$2.05 to \$2.25 in Zone "B". The minimum hourly wage now payable to terrazzo and oxychloride workers is \$2.35 in Zone "A" and \$2.10 in Zone "B".

Higher minimum rates were established also for a few occupations where it has been the practice to set the same rates in both zones. The rate for bridge, structural and ornamental ironworkers was increased from \$2.60 to \$2.80 an hour. In both zones the minimum for elevator constructors was raised to \$2.71 an hour and that of their helpers to \$1.90. The rate for plate glass and metal setters is now \$1.95 an hour. The minimum payable in both zones to miscellaneous glass setters or to persons who install weatherstripping is now \$1.74 instead of \$1.69 an hour as formerly. While rates are the same in both zones, the regular work-week for these workers remains 40 hours in Zone "A" and 48 in Zone "B" except in the case of ironworkers, whose regular work-week is 40 hours regardless of location.

In several categories, Zone "B" rates were raised but Zone "A" rates were not changed. The minimum for journeymen asbestos workers was raised from \$2.05 to \$2.15 in Zone "B" and that of first class improvers from \$1.80 to \$1.85, while in Zone "A" the rate for the first category remains \$2.40 an hour and for the second \$2.05 an hour. In Zone "B" the rate for bricklayers and stone masons and for plasterers was increased from \$2.35 to \$2.45 an hour. In Zone "A" the minimum for these tradesmen is the same as last year, \$2.70 an hour.

The rates in Part II are the same as last year, ranging from \$1 an hour for watchmen and flagmen to \$2.15 an hour for carpenters. The most common rate is \$1.40 an hour and is the minimum rate payable to truck drivers and certain tractor operators. As in other years, employees engaged in public highway, road, bridge or drainage projects outside the Winnipeg area are permitted to work up to 120 hours in a two-week period at straight-time rates, the only exception being carpenters, whose minimum wage rate of \$2.15 an hour is based on a 48-hour week.

## Newfoundland Logging Camps Act, 1960

Newfoundland has issued the Licensing of Logging Camps Regulations, 1961, under the Logging Camps Act, 1960. They were gazetted May 23.

The new regulations provide that no person may operate a logging camp or a small logging camp without a licence for it, and that no person may apply for a licence unless the camp meets the standards set out in the Act and the regulations issued under it.

Licences are issued by the Minister of Mines, Agriculture and Resources on payment of a fee of \$10 for a permanent logging camp and \$2 for a non-permanent camp. All licences expire on March 31 next after issue, unless sooner revoked. They must be posted in a conspicuous place in the camp.

The Minister or his representative may revoke or suspend a licence if a camp is operated contrary to the Act or the regulations. The officer making the suspension, however, must inform the operator of the reason for, and duration of, the suspension. When a licence has been revoked, no person may apply for a new licence for that camp until after March 31 following the revocation.

## Ontario Energy Act

In Ontario, the regulations governing the production, distribution and consumption of gas and oil, issued under the Energy Act, were revised. O. Reg. 100/61, gazetted May 6, amends O. Reg. 1/61 (L.G., Mar., p. 272). It deals mainly with safety matters.

The new regulation, revoking an existing provision with a similar purpose, exempts appliances for the use of natural or manufactured gas in one-family and two-family dwellings from a provision added to the Act at this last session, which requires that the installation, repair, service or removal of any gas appliance may be done only by, or under the supervision of, a registered gas fitter. Appliances for the use of liquefied petroleum gas are also exempted from this new amendment to the Act.

A qualified gas fitter employed in an institution or commercial or industrial undertaking may now be registered as a maintenance gas fitter to install, repair, service or remove gas appliances, or to supervise these operations, in the buildings of his employer.

The regulations now provide that any person with appropriate qualifications may be registered as a pipeline inspector.

A fee of \$5 for examination and any certificate of registration of a gas fitter, maintenance gas fitter or pipeline inspector, or for the renewal of such a certificate, has been set.

### Prince Edward Island Motor Carrier Act

Regulations under the Prince Edward Island Motor Carrier Act were gazetted May 20, repealing regulations published in January 1960. Among other provisions, the regulations lay down rules regarding extra-provincial carriers and hours and qualifications of drivers.

All public motor trucks engaged in extra-provincial operations must be licensed under the Motor Vehicle Transport Act of Canada. Such licences are issued by the Prince Edward Island Public Utilities Commission, which, under the Motor Vehicle Transport Act of Canada, is authorized to issue licences to extra-provincial carriers on the same terms as to local carriers.

The regulations stipulate that no motor carrier or other person owning, controlling, managing or driving a public motor bus or truck may drive or permit a person to drive more than 10 hours in any 24-hour period. They further provide that no person may drive a public passenger bus or public motor truck after having worked at other employment during the day when, by so doing, his total period of employment or work as a driver or otherwise exceeds 12 hours in any 24-hour period. For purposes of this provision, time occupied riding in a bus or truck as a helper, relief driver or otherwise will be considered as driving time but time spent resting or sleeping in a properly equipped berth or bunk on a vehicle will not be counted.

Every holder of a motor carrier licence must keep a record of the hours worked by bus drivers. Every truck driver is required to keep an accurate record of his hours of work. Such records must be made available for inspection by a peace officer or officer of the Public Utilities Commission upon request.

The Commission may require a bus driver or a truck driver to undergo a physical examination at any time, in which case the driver may not drive a bus or truck nor may the carrier permit him to drive unless he has filed with the Commission a certificate from a duly qualified medical practitioner certifying as to his physical fitness.

The regulations further provide that no person may drive a public bus or truck unless he has at least one year's experience in driving motor vehicles extending throughout four seasons of the year.

### Quebec Public Health Act

The regulations concerning sanitary conditions in industrial camps, issued under the Quebec Public Health Act (L.G. 1950, p. 1922), have been amended by O.C. 635, gazetted May 20.

The amendment forbids batching camps, which are defined as camps where workers make out alone, without a cook, foreman or anyone to see to the maintenance of the place.

Another new provision prohibits super-imposed bunks in any new construction which serves as a dormitory in camps. The Director of the Division of Industrial Hygiene, however, may grant a delay until August 1, 1961 to allow employers to conform with this provision in respect of dormitories already built.

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## United States Fair Labor Standards Act

An amendment to the United States Fair Labor Standards Act raising the minimum hourly wage and extending coverage was signed by President Kennedy on May 5 to go into force on September 3.

The Fair Labor Standards Act, the federal wage-hour law, was enacted in 1938 as a counter-depression measure. With certain exceptions it applies to employees engaged in interstate commerce, in the production of goods for such commerce or in any closely related occupation. It not only sets a federal minimum wage but also requires the payment of time and one-half the regular rate after 40 hours in a week and restricts child labour.

The minimum wage was originally set at 25 cents an hour, with provision for an increase to 30 cents in 1939 and to 40 cents in 1945. In 1949, the minimum hourly rate was increased to 75 cents effective from January 25, 1950, but at the same time coverage was reduced. A 1955 amendment raised the minimum to \$1 an hour, effective March 1, 1956, but left the coverage unchanged.

In his message to Congress on February 2 on his program for economic recovery and growth, President Kennedy recommended improvements in the Fair Labor Standards Act, stating:

I urge the Congress to raise the minimum wage immediately to \$1.15 and to \$1.25 within



two years. This will improve the incomes, level of living, morale, and efficiency of many of our lowest-paid workers, and provide incentives for their more productive utilization. This can actually increase productivity and hold down unit costs, with no adverse effects on our competition in world markets and our balance of payments. More than four-fifths of those commodities affected by either export or import trends are produced by industries which would not be significantly affected by a moderate increase in the minimum wage. The proposed new coverage is basically in retail trade and services, which are not affected by shifts in international trade. Moreover, experience with previous minimum wage increases indicates little effect on prices...

The 1961 amendment represents a compromise between a broader Bill approved by the Senate and the Kitchin-Ayres Bill passed by the House of Representatives after it had rejected the administration bill.

The Senate Bill, which also had the support of the administration, would have raised the minimum wage of presently covered workers to \$1.15 an hour with a further increase to \$1.25 in two years and would have extended coverage to about 4,000,000 additional employees. It would also have established a \$1 minimum for newly covered workers with provision for increases to \$1.25 in four years and for graduated decreases in maximum straight-time hours.

The Kitchin-Ayres Bill also proposed to raise the minimum wage of presently covered employees from \$1 to \$1.15 an hour but did not provide for future increases and would have brought only about 1,400,000 additional employees within the scope of the Act. It would have provided a \$1 minimum wage but no overtime compensation for newly covered employees.

The compromise measure establishes a minimum wage of \$1.15 for presently covered workers effective September 3, with provision for an increase to \$1.25 in two years. It also extends coverage to about 3,624,000 additional workers, the bulk of them in the retail and service trades. Newly covered employees are to be paid \$1 an hour with increases to \$1.25 over a five-year period. Employers of newly protected workers are also allowed five years in which to adjust to the 40-hour work week on a downward graduating scale.

## Coverage

The original basis of coverage has been retained, which means that employees individually engaged in commerce or in the production of goods for commerce will continue to be protected unless specifically exempt. In addition, the 1961 amendment expands coverage, for the first time since the Act became law in 1938, by introducing

a new concept of coverage, the enterprise concept, and by narrowing or eliminating some of the exemption provisions.

In the amended Act a new term, "enterprise", has been introduced, which means the related activities performed (either through unified operation or common control) by any person for a common business purpose. It includes all such activities whether performed in one or more establishments or by one or more corporate or other organizational units but does not cover the related activities performed for such an enterprise by an independent contractor. The amended Act also makes it clear that a small local independent business not in itself large enough to come within the new coverage is not subject to the Act because it has certain dealings with a large enterprise.

Under the new enterprise concept of coverage, the application of the Act is now extended, within certain limits, to the following categories of enterprises which have employees engaged in commerce or in the production of goods for commerce:

1. Enterprises with one or more retail or service establishments, if the enterprises have an annual gross volume of sales of \$1,000,000 or more (exclusive of certain excise taxes) and have purchased or received goods for resale that have moved across state lines (not in deliveries from the reselling establishment) which amount in total annual volume to \$250,000 or more;
2. Urban or interurban transit companies with an annual gross volume of sales of \$1,000,000 or more (exclusive of certain excise taxes);
3. Construction enterprises with an annual gross volume of business of not less than \$350,000;
4. Gasoline service establishments with an annual gross volume of sales of \$250,000 or more (exclusive of certain excise taxes).

In addition, the amended Act extends coverage to establishments in any enterprise not included in any of the four categories listed above that has employees engaged in commerce or in the production of goods for commerce if the annual gross volume of sales of the enterprise is \$1,000,000 or more. This last provision was designed to prevent the continuance of a situation in which some employees in an establishment were protected while others who worked side by side were not.

Stores in which the only employees are the owner or persons standing in the relationship of parent, spouse or child of the owner are specifically excluded from the new coverage provisions.

As has been indicated, changes in the exemption provisions also brought additional employees under the Act. The former minimum wage and overtime exemption for employees engaged in a local retailing capacity was dropped and the exemption for switchboard operators in small exchanges was narrowed.

The exemption for employees of retail and service establishments doing more than 50 per cent of their business within the State was modified to set out four instances in which such employees are exempt. They are now exempt from the minimum wage and overtime provisions if their establishment is not in one of the newly covered enterprises referred to above. They are also exempt if their establishment is part of a covered enterprise but does not itself have sales of over \$250,000 annually; is a hotel, motel, restaurant, motion picture theatre, an amusement or recreational establishment operating on a seasonal basis; or is a hospital, an institution for the sick, aged, mentally ill or defective or a school for handicapped or gifted children.

Employees in laundry and dry cleaning establishments, which the Senate Bill proposed to cover, continue to be exempt. Other categories of employees that remain exempt from the minimum wage and overtime provisions include: employees engaged in a *bona fide* executive, administrative or professional capacity or as outside salesmen, agricultural workers, fishermen and persons engaged in offshore processing of seafoods, employees of taxicab operators, logging crews of 12 or fewer employees, persons employed by small newspapers and employees of small telegraphic agencies in exempt retail or service establishments.

The 1961 amendments also exempted from the minimum wage and overtime provisions country elevators with not more than five employees, and retail or service establishments primarily engaged in food or beverage service on the premises or in specified catering activities. A similar exemption was provided for employees in establishments engaged in selling automobiles, trucks or farm implements.

A number of employees who were previously exempted from both the minimum wage and overtime provisions are now given minimum wage protection but continue to be exempt from the Act's overtime requirements. These include: seamen employed on American vessels, employees of urban and interurban transit companies and employees of gasoline service stations.

Subject to certain qualifications, overtime exemptions are also set out for the following: announcers, news editors and

chief engineers of radio and television stations in cities of specified population; employees of certain independent local bulk petroleum products distributors, if the annual sales of the enterprise do not exceed \$1,000,000, and, under specified conditions, local delivery drivers and drivers' helpers who are compensated on the basis of trip rates or other delivery payment plan.

The former overtime exemption for certain motor carrier, air carrier, railroad and pipeline employees is retained.

The seasonal overtime exemption for employees engaged in processing and canning of agricultural commodities was reduced.

Another 1961 amendment allows an overtime exemption for commission employees. An employer is not obliged to pay overtime to an employee in a retail or service establishment if the employee's regular rate of pay exceeds one and one-half times the minimum hourly rate applicable to him and more than half his compensation for a representative period (not less than one month) comes from commissions on goods or services.

### Minimum Rates

As has been indicated, the minimum wage for the estimated 23.9 million workers now protected by the \$1 rate will be increased to \$1.15 on September 3 and to \$1.25 an hour in two years. Both the House and Senate Labor Committees reported that in making their recommendations they had considered the current economic situation and such factors as: (1) trends in the relationship of the minimum wage level to average hourly earnings in manufacturing; (2) changes in the cost of living and in productivity since the effective date of the 1956 increase to \$1 an hour; (3) the annual income required to maintain a minimum standard of living; and (4) the impact of the proposed minimum rates as compared with the impact of the 1956 increase. The Senate Committee also considered the impact on employment, on prices and on foreign competition.

Because a majority of the newly covered enterprises are in the retail and service industries where wages are relatively low, the amended Act provides for a gradual application of minimum wage standards. The minimum for newly covered workers will be \$1 an hour the first three years after the effective date of the 1961 amendments, \$1.15 during the fourth year and \$1.25 thereafter.



A further amendment gives the Administrator authority to issue regulations providing for the employment of full-time students at subminimum rates outside school hours in a retail or service establishment, provided that such employment is not the type ordinarily given to a full-time employee. As in the case of learners, apprentices and messengers, special certificates will be issued and limitations as to time, number, proportion and length of service imposed.

As well as establishing new minimum rates, the 1961 amendment also modified the definition of wage. Under the Act, it has been permissible for an employer to include in wages the reasonable cost, as determined by the Administrator, of furnishing the employee with board, lodging or other facilities customarily furnished by such employer to his employees. A new proviso has been added giving the Secretary of Labor authority to determine the fair value of facilities furnished by the employer on the basis of average cost to the employer or to groups of employers similarly situated, or average value to groups of employees, or other appropriate measures of fair value. Another provides that the cost of board, lodging or other facilities must not be included as part of wages if excluded by a *bona fide* collective bargaining agreement.

Two-step increases are also provided for presently covered employees in Puerto Rico and the Virgin Islands, where minimum wage rates are established by wage orders issued by the Secretary of Labor on the recommendation of tripartite industry committees. Existing wage rates are to be increased by 15 per cent within 60 days after the effective date of the 1961 amendments or one year after the effective date of the most recent wage order, whichever is later, unless an appeal is made. Two years after the 15-per-cent increase has become effective, rates are to be further increased by an amount equal to 10 per cent of the rate or rates in effect when the 1961 amendments came into force.

Either of the percentage increases referred to above may be superseded by the rates prescribed in a wage order issued by the Secretary on the recommendation of a review committee. Such a committee may be appointed on the application of employers employing a majority of employees in an industry. If, after considering the financial data and other information submitted with the application, the Secretary believes that the percentage increases will substantially curtail employment in the industry he

may appoint a review committee, which may recommend a rate or rates in lieu of the applicable percentage increase.

The Act further provides no special industry committee may hold any hearing within one year after a minimum rate for such an industry has been recommended to the Secretary by a review committee.

Minimum rates for newly protected workers in Puerto Rico and the Virgin Islands are to be established by wage orders recommended by special industry committees appointed by the Secretary of Labor within 60 days after the enactment of the amendments.

### Maximum Hours

The 40-hour work week standard for employees now protected by the Act has been retained.

No maximum hours requirements are established for newly covered workers for the first two years so that employers may make the initial adjustment to the \$1 minimum wage before being required to pay a premium rate for overtime hours. Newly protected workers must be paid one and one-half times their regular rates of pay after 44 hours during the third year, after 42 hours during the fourth year and after 40 hours thereafter.

### Child Labour

The prohibition against the employment of oppressive child labour has been extended to newly covered enterprises.

### Other Provisions

In addition to raising the minimum wage and expanding coverage, the amending Act also introduced several other new features. One new provision reflects the concern felt by some members of Congress about the upward trend in imports of types of products produced in the United States by relatively low-wage firms. It directs the Secretary to make investigations whenever he has reason to believe that in any industry under the Act the competition of foreign producers has resulted or is likely to result in increased unemployment. If he finds that increased unemployment has in fact resulted or is likely to result he must make a full and complete report of his findings to the President. In this report he may include pertinent information on the increased employment resulting from additional exports in any industry under the Act.

Another new provision requires the Secretary to study the complicated system of

exemptions now available under the Act for handling and processing of agricultural products, as well as the complex problems involving rates of pay of employees in hotels, motels, restaurants and other food service enterprises presently exempted from the Act. When he makes his annual report to Congress in January 1962, giving his evaluation of minimum wages, he must include a special report containing the results of this study, together with recommendations for further legislation to simplify and remove inequities in the application of these exemptions.

Two other amendments were designed to establish a more effective method of enforcing an employee's rights. Until now, the Secretary has had no authority to

require the payment of minimum wages and overtime not paid in compliance with the law except where an employee has requested such action. According to the House Labor Committee, this limitation impeded the Secretary in his efforts to enforce the Act, since many employees who were not paid in accordance with the law were hesitant about requesting legal action against their employers. The amended Act authorizes the federal courts, in injunction proceedings brought by the Secretary of Labor, to order the payment of the actual amount of unpaid minimum wages or overtime compensation. However, once a complaint is filed by the Secretary, the employee is now prohibited from initiating a private action to recover the amount due.

### Trade Analyses Published by the Department of Labour

These analyses consist of an orderly listing of the essential operations that a fully trained journeyman should be able to perform and also the items of related knowledge that facilitate the doing of those operations.

The following analyses are available at 50 cents per copy (except the Machinist, which is \$2.50) from: The Queen's Printer and Controller of Stationery, Ottawa, Ont.

	Year of Issue	Catalogue No.
Analysis of the Carpentry Trade* .....	1955	L39-155
Analysis of the Bricklaying Trade (out of print)	1956	L39-256
Analysis of the Machinist's Trade* .....	1956	L39-356
Analysis of the Plastering Trade .....	1956	L39-456
Analysis of the Plumbing Trade .....	1956	L39-557
Analysis of the Motor Vehicle Repair Trade (Mechanical)* .....	1957	L39-657
Analysis of the Sheet Metal Trade .....	1957	L39-757
Analysis of the Motor Vehicle Trade (Body) ....	1958	L39-858
Analysis of the Electrical Construction Trade ....	1958	L39-958
Analysis of the Painting and Decorating Trade ....	1959	L39-1059
Analysis of the Heavy Duty Repair Trade .....	1959	L39-1159
Analysis of the Welding Trade .....	1959	L39-1259
Analysis of the Steamfitting and Air Conditioning Trade .....	1960	L39-1360
Analysis of the Commercial Cooking Trade ....	1960	L39-1460
Analysis of the Toolmaking Trade .....	1960	L39-1560
Analysis of the Radio & TV Servicing Trade ....	1960	L39-1660
Analysis of the Refrigeration and Air Conditioning Trade .....	1961	L39-1760
Analysis of the Linemen Trade (Electrical Utility)	†	

\*Under Revision—a new edition being prepared.

†To be issued in 1961.



# UNEMPLOYMENT INSURANCE

## Monthly Report on Operation of the Unemployment Insurance Act

Number of claimants for unemployment insurance benefit at end of April down 125,000 from month earlier total but virtually unchanged from April 1960 total, statistics\* show. Fewer initial and renewal claims during April than March

Claimants† for unemployment insurance benefit on April 28 numbered 713,100; this was a decline of 125,000 from the March 31 total of 838,000 but virtually unchanged from last year's April 29 count of 714,900.

Regular claimants on April 28 totalled 466,400, a decrease of 106,000 from the end of March and of 19,900 from the figure on April 29, 1960.

Seasonal benefit claimants numbered 246,800 on April 28 as against 265,800 on March 31; one year ago, their number was 228,600.

At the end of April the average claimant had been on continuous claim 14.5 weeks; for males the average was 14.2 weeks and for females 15.4 weeks. Almost one quarter of claimants had been reporting continuously for more than 20 weeks, as of April 28. This proportion was higher for females than for males: 30 per cent of women and only 22 per cent of men were thus classified.

### Initial and Renewal Claims

A total of 209,600 initial and renewal claims was filed during April, almost 50,000 fewer than in March and 5,000 below the 214,600 claims filed in April 1960.

About one half of the 144,000 initial claims filed in April was estimated to be from claimants terminating regular benefit and requesting re-establishment of credits, under regular or seasonal benefit. About

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants".

80 per cent of these would be granted an extension under the seasonal benefit provisions, Class B.

### Beneficiaries and Benefit Payments

The average weekly estimate of beneficiaries in April was 708,200, compared with 807,100 in March and 732,900 in April 1960.

Benefit payments amounted to \$64.5 million in April as against \$85.2 million\* during March and \$61.8 million during April 1960.

The average weekly benefit was \$23.98 in April, \$23.99 in March, and \$22.18 in April 1960.

### Insurance Registrations

This year the annual renewal of insurance books took place during May. Consequently, the usual statistics on the number of insurance books and contribution cards issued to employees for the month ending April 30, 1961 are not available. These figures will again be available as of May 31, 1961 and, being cumulative, they will include all new entrants to the insured population from April 1, 1961.

§Seasonal benefit Class A is inoperative on claims filed after March 31; however, claimants terminating on regular and unable to re-establish under the regular provisions would qualify automatically for seasonal benefit Class B.

\*In order to obtain a fiscal year balance on payments, the March data include supplementary payments which, in other months, would be included in the month following.

\*See Tables E-1 to E-5 at back of this issue.

†A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is forwarded for computation. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. During the seasonal benefit period, claims in process are classed as regular until the computation of their contribution credits indicates otherwise.

On April 30, 1961, registered employers numbered 332,394, an increase of 399 since March 31, 1961.

### Enforcement Statistics

During April, 7,657 investigations were conducted by enforcement officers across Canada. Of these, 4,077 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions and 192 were miscellaneous investigations. The remaining 3,388 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions† were begun in 195 cases, 30 against employers and 165 against claim-

ants. Punitive disqualifications† as a result of false statements or misrepresentations numbered 2,510.

### Unemployment Insurance Fund

Revenue received in April totalled \$22,-590,150.58, compared with \$29,244,851.64\* in March and \$22,194,917.24 in April 1960.

Benefits paid in April totalled \$64,540,-209.48 compared with \$85,187,925.98 in March and \$61,767,880.26 in April 1960.

The balance in the Unemployment Insurance Fund on April 30 was \$143,651,-927.75; on March 31 it was \$184,684,-852.66\* and on April 30, 1960 it was \$326,319,269.93.

## Decisions of the Umpire under the Unemployment Insurance Act

### Decision CUB-1823, March 23, 1961

**Summary of the Main Facts:** The claimant, 46 years of age, filed a renewal application for benefit on August 15, 1960, and was registered for employment as a sewing machine operator (pocket maker), an occupation in which she had 26 years of experience. She stated that she had been employed one day (July 8, 1960) on pocket work for Company A, Toronto, Ont., at a wage of \$1.00 an hour and that she was laid off because of "lack of work—on call".

She stated also: "...would not have returned if I had been called as the pay was too low for that type of work. As a skilled pocket maker I should have received \$1.50 per hour—just staying home and seeking work since July 8, 1960—available for work."

The claim was allowed. Previous to this, she had worked as a sewing machine operator one day (June 20, 1960) for the aforementioned employer and voluntarily left. Before that, she was employed as a sewing machine operator with another employer, at \$75.00 a week (piece work), from October 26, 1958 to April 22, 1960, when she again voluntarily left as she considered the machine she was operating was defective. In both of these instances, she was disqualified by the insurance officer for a period of six weeks.

On October 5, 1960, the Commission's local office notified the claimant of an offer of continuing employment as an operator (pockets) for a manufacturer of men's

clothing in the city of Toronto, the earnings being reckoned by the piece and averaging \$50.00 a week, which allegedly was in accordance with the prevailing rate in the district for that type of work. The hours of work were eight a day and 40 a week, day work.

She refused to accept the offer because on arrival at the job the foreman said she might be able to earn \$40.00 a week but he could not guarantee it and, being a skilled pocket maker, she wanted a guaranteed starting wage of \$50.00 a week, if the earnings were reckoned by the piece. The local office commented that the claimant was a skilled and fast operator and that the foreman was not aware of her potentialities; that had she given the job a trial, she would have proved to herself that she could have earned a wage which would have been satisfactory to her.

The insurance officer disqualified the claimant from October 2 to November 12, 1960, because in his opinion, she had, without good cause, refused to accept a situation in suitable employment (section 59 (1) (a) of the Act).

On October 24, 1960, the claimant appealed to a board of referees and stated that at the time she was offered the job she told the lady who interviewed her at the Commission's local office that she was a skilled pocket maker and would accept a wage of \$1.25 an hour; that when she spoke to the foreman at the plant he told her that the firm handled a cheaper line

†These do not necessarily relate to the investigations conducted during this period.

\*This revised final figure for March 1961 includes supplementary figures not included in the interim report published in the June issue.



of pants and, therefore, could not meet her average wage. So, in view of this, she refused the offer.

A board of referees heard the case in Toronto on November 25, 1960. The claimant attended the hearing and admitted that she did not pursue the details of the employment offered beyond the amount of money she would have been guaranteed. The board also got in touch with the employer, from whom it was established that a union shop existed at the plant; that the claimant had been guaranteed a minimum wage of \$38.00 a week and that it would have depended on her speed and ability as to how much money she might have earned beyond this sum.

The board, by a majority decision, dismissed the appeal and maintained the disqualification imposed by the insurance officer. In so doing, the majority members expressed the opinion that the claimant should have given the job a trial in order to establish what her earning power might be. The said members also took cognizance of the claimant's prolonged period of unemployment.

The dissenting member of the board was of the opinion that if the claimant, a "pocket operator" for 26 years in a better grade of work, had accepted the job, she would have been downgraded and for that reason, the claim for benefit should be allowed.

In a memorandum on file, a placement officer of the Commission explained, in the following terms, the method of arriving at (a) the average wage of \$50.00 a week for operators at the place of employment and (b) the prevailing rate of pay:

The Placement Officer secured the information that the average wage rate at Z..... Clothing, for an operator, was \$50 per week by taking a survey of the 701s in her (the placement officer's) file and checking for the average weekly earnings shown by applicants who had been employed at Z..... Clothing.

The prevailing rate was arrived at by taking a survey of the average weekly rates indicated on orders for people in this occupational category and by verifying this by checking average weekly earnings. This was also confirmed by a telephone call to a union official.

Union shops pay all their operators on a piece work basis and the rate is set by the Union. Z..... Clothing is a union shop.

The claimant appealed to the Umpire.

**Considerations and Conclusions:** Section 59 of the Act, which provides, among other things, that an insured person is disqualified from receiving benefit if he has without good cause refused to accept suitable employment, provides also that employment is not suitable for a claimant if it is

(2) (b) employment in his usual occupation either at a lower rate of earnings or on conditions less favourable than those observed by

agreement between employers and employees, or in the absence of any such agreement, than those recognized by good employers...

In the present case, the employment offered was in the claimant's usual occupation of sewing machine operator and there is *prima facie* evidence that it was not at a lower rate of earnings nor on conditions less favourable than stated in the above quoted subsection (2) (b). Therefore, as the claimant has failed to adduce evidence to the contrary, I must conclude that the employment which was notified to her on October 5, 1960, was suitable within the meaning of the Act.

Furthermore, in the absence of evidence to disprove the placement officer's explanation as to how the average wage of \$50 a week was arrived at, I consider that her reason for refusing it, viz., that the employer could not, in effect, guarantee her a starting wage of \$50 a week, did not constitute good cause within the meaning of the Act under the circumstances. The best way she could ascertain whether she would be able to earn \$50 a week was not by merely asking the employer, who apparently had no particular knowledge of her long experience and ability in the occupation, but by giving the employment a fair trial.

For the above reasons, I decide to dismiss the claimant's appeal.

Decision CUB-1827, March 23, 1961

**Summary of the Main Facts:** The claimant, 54 years of age, filed a renewal application for benefit on November 2, 1960, and was registered for employment as a bus driver. He stated in his application that he had been employed as such at a salary of \$60 a week from September 6 to October 31, 1960, when he was dismissed because he refused to drive a school bus that, in his opinion, was not road-worthy.

The employer reported that the claimant had "refused to do what he was paid to do." Later, he commented:

Employee was paid to drive and look after the vehicle. He claimed he was paid only to drive. He left the vehicle in darn bad condition, which I discovered after he was discharged. As to "roadworthy condition" the Department of Transport inspected the vehicle and could find nothing wrong with it mechanically. I have no further comment to make.

Following a request from the local office of the Commission for further information, the claimant replied:

It was not safe for me or the children to ride in this bus which was a converted station wagon. To get the breaks fixed, after 5 days not in operation, I had to go to Mrs. ...., who is owner of the school. She confirmed my statement by phoning the garage, who, in turn, ordered the bus off the road till fixed. The

breaks since have been fixed. There were many other things to be fixed such as chassis to be straightened, doors not in working order, front axle twisted, very bad steering and broken windshield.

On November 22, 1960, the insurance officer notified the claimant that he was disqualified for a period of six weeks, namely, from October 30 to December 10, 1960, because, in his opinion, the claimant had lost his employment by reason of his own misconduct (section 60 (1) of the Act).

The claimant appealed to a board of referees and stated that the vehicle in question was not a bus; that the regular seats had been removed and replaced with boards to accommodate more children.

In a subsequent communication, the claimant supplied additional details regarding the defective condition of the vehicle.

The board of referees heard the case in Toronto on December 30, 1960. The employer was present at the hearing but the claimant did not attend. The majority members of the board, on the strength of the evidence on file and that given orally by the employer at the hearing, dismissed the appeal and maintained the disqualification that had been imposed by the insurance officer.

The dissenting member of the board expressed the following opinion:

I cannot agree with the majority decision of the Board because, on the basis of the evidence presented, I believe that the claimant exercised good judgment in refusing to drive the vehicle in its condition at the time of his dismissal.

Mr. ...., the claimant's former employer, appeared before the Board and submitted oral testimony but, in my opinion, only strengthened the position of the claimant. It was unfortunate, I believe, that the claimant did not also appear because it is probable that he could have further strengthened his position and my colleagues might well have found in his favour.

Mr. .... spoke of expecting his driver to effect minor running repairs, but the state of the vehicle, by the employer's own testimony, required attention beyond this scope, and he said nothing to refute the claimant's testimony that he was dismissed for refusing to *drive* the vehicle in this condition. There may have been a variety of other reasons for his dismissal at other times, but the facts as presented to the Board, indicate that he was dismissed for refusing to drive the vehicle. Mr. ...., in attempting to substantiate his reasons for discharging the claimant, agreed that the vehicle was in "darn bad condition", i.e. brakes in need of repair, chassis broken, bad steering, etc. It is likely that the Department of Transport inspected the vehicle after these repairs were effected. I submit that the owner of the vehicle has an obligation to be aware of its roadability regardless of the activities of his employee.

Decision against employees in such matters would tend to discourage them from taking this course of action in the future and, where the safety of the public is involved, such actions should be encouraged, not the reverse.

I, therefore, find that the claimant's appeal should be allowed and the disqualification lifted.

The claimant appealed to the Umpire on January 16, 1961.

**Considerations and Conclusions:** The record shows that the motor vehicle which was used to transport children to and from school, and which the claimant refused to continue driving, was in such unsafe condition that to keep operating it in that condition would definitely not have been in the interest of public safety.

Under these circumstances and also because it has not been established that the claimant was responsible for letting the vehicle get in such condition or for having the defective or dangerous condition corrected, I consider that his refusal was justified.

I consequently decide to reverse the decision of the board of referees and to allow the claimant's appeal.



# LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

## Wage Schedules Prepared and Contracts Awarded during May

### Works of Construction, Remodelling, Repair or Demolition

During May the Department of Labour prepared 279 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown Corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 228 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under the heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

### Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in May for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
C.M.H.C. ....	1	\$ 2,118.80
Defence Construction (1951) Ltd. ....	4	632,422.60
Defence Production ....	131	864,490.00
Post Office ....	12	329,293.85
R.C.M.P. ....	9	58,093.23

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work.

These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classification to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

## Wage Claims Received and Payments Made during May

During May the sum of \$6,141.30 was collected from eight contractors for wage arrears due their employees arising out of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 235 workers concerned.

## Contracts Containing Fair Wage Schedules Awarded during May

(The labour conditions of the contracts marked (\*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

### Department of Agriculture

*Near Outlook Sask:* Peter Kiewit Sons Co of Canada Ltd, Al Johnson Construction Co of Canada Ltd & Poole Construction Co Ltd, construction of upstream tunnels, South Saskatchewan River Dam. *Saskatoon Sask:* Saskatchewan General Electric Co Ltd, installation of electrical transformer & equipment in headerhouse, Research Station. *Prince George B C:* Thompson Construction Co Ltd, construction of sheep shed (pole type), Experimental Farm.

### Atomic Energy of Canada Limited

*Chalk River Ont:* John Kovacs, \*crack filling & painting gyproc & wood trim of ceilings & walls of Bldg 404; Walter G Mansveld, \*painting exterior of 17 bldgs; J C Sulphur Construction Ltd, \*repairing exterior of brick parapet of Bldgs 100 & 150; Walter G Mansveld, \*vacuum & wipe cleaning of Bldg 145; Irving Harding Ltd, \*completing roofing & flashing of Bldgs 100 & 150. *Deep River Ont:* John Kovacs, \*painting interior of 29 houses & 5 apts; Rene Robitaille, painting exterior of houses & other Crown-owned bldgs.

### Central Mortgage and Housing Corporation

*Montreal Que:* M J Lalonde Ltd, \*recovering of kitchen & bathroom floors & kitchen counter tops, Villeray Terrace. *Fort Erie Ont:* J D St Clair, \*exterior painting of 26 houses (5/48). *Guelph Ont:* C C Hill, \*exterior painting of 43 houses (4/49). *Hespeler Ont:* Dohmen Painting, \*exterior painting of 18 houses (3/48). *Kitchener Ont:* C C Hill, \*exterior painting of 56 houses (2/48). *Peterborough Ont:* Cardinal Painting & Decorating Co Ltd, exterior painting of 126 housing units (VR 10/48 & 11/49). *Stamford Ont:* C C Hill, \*exterior painting of 15 houses (2/48). *Thorold Ont:* C C Hill, \*exterior painting of 28 houses (1/48). *Windsor Ont:* Green Lawn Co, \*landscaping repairs (12/48 & 13/49). *Lloydminster Sask:* W M Dunk, \*exterior painting of houses (1/48). *Moose Jaw Sask:* Ashton & Ware, \*exterior painting of 115 housing units (VR 7/48). *North Battleford Sask:* W M Dunk, \*exterior painting of houses (3/48). *Prince Albert Sask:* Alf T Dodge & Son, \*exterior painting of houses (4/48). *Swift Current Sask:* Roy A Belbin, \*exterior painting of houses (1/48). *Yorkton Sask:* E W Wallace, \*exterior painting of houses (4/48). *Edmonton, Red Deer & Ponoka Alta:* Ideal Paving & Construction Co, \*asphalt paving. *Chilliwack B C:* Smith Bros & Wilson Ltd, \*lagging of water pipe in six unit blocks (DND 4/58). *Vancouver B C:* R G Kelly, general carpentry repairs, Fraserview & Renfrew No 3 Housing Projects; D R McCallum, general plumbing repairs, Fraserview & Renfrew No 3 Housing Projects; D R McCallum, \*oil furnace service contract to houses; Arli Contracting, \*roofing service contract to houses; Trasolini & Bros Ltd, \*site improvement, Terraces.



## Department of Citizenship and Immigration

*Nakina Indian Agency Ont:* City Electric, electrical wiring & construction of diesel electric power plant, Constance Lake IR, Constance Lake. *Nelson River Indian Agency Man:* Keewatin Electric Ltd, installation of electrical generating equipment & related work at Ilford. *Fort Vermilion Indian Agency Alta:* Van Vliet Construction Co Ltd, construction of water supply system & alterations to sewage disposal system, Fort Vermilion. *Fort St John Indian Agency B C:* Ralph Meachem, construction of ten houses, Halfway River Indian Reserve No 168.

## Defence Construction (1951) Limited

*Torbay Nfld:* Trynor Construction Co Ltd, shoulder grading of runways & drainage extension, RCAF Station. *Summerside P E I:* County Construction Co Ltd, extension to armament bldg. *Halifax N S:* Al Parelman Ltd, replacement of roof slab, Bldg D-64, HMC Dockyard; James F Lahey Ltd, exterior painting of 81 apartment bldgs, Shannon Park. *Newport Corners N S:* C W Stone Ltd, supply & installation of tower ladder safety devices. *Churchill Man:* Matheson Bros Ltd, construction of permanent fire hall bldg. *Prince George B C:* Thompson Construction Co Ltd, sheathing & insulating walls & ceiling of drill hall. *Vedder Crossing B C:* Mott Electric Ltd, improvements to fire alarm system, RCSME.

## Building and Maintenance

*Summerside P E I:* Curran & Briggs Ltd, repairs to pavement & application of slurry seal; County Tile Ltd, re-shingling of 16 bldgs; Curran & Briggs Ltd, asphalt surfacing of access road to RX/TX bldg, RCAF Station. *Barriefield Ont:* T A Andre & Sons Ltd, construction of No 3 sewage lift station. *Centralia Ont:* Cardinal Painting & Decorating Co Ltd, exterior painting of 91 PMQ's, RCAF Station. *Lakeview Ont:* Armstrong Bros Co Ltd, repairs to main roads & seal coating, No 15 ROD. *Petawawa Ont:* Walker Painting & Decorating Co Ltd, exterior painting of 88 MDP's & 35 bldgs in Camp. *Churchill Man:* Matheson Bros Ltd, repair of fire damaged bldg L-5. *Shilo Man:* Erwin Radeke, interior painting of 107 PMQ's, Camp. *Winnipeg Man:* Tallman Construction Co Ltd, hangar apron extension, RCAF Station; The Hi-Grade Heating & Sheet Metal Ltd, supply & installation of eavestroughs for 361 PMQ's. *Saskatoon Sask:* Park & Derochie Decorating Co Ltd, exterior painting of 62 PMQ's.

## Department of Defence Production

*Greenwood N S:* Hazelwood Bros, interior maintenance painting of PMQ's, RCAF Station. *Halifax N S:* Dean's Nursery Ltd, \*application of brush kill & soil sterilization, Albro Lake, Mt Uniacke receiver & sterilization sites. *McNab's Island N S:* Standard Construction Co Ltd, cribwork replacement, Garrison Pier. *Clinton Ont:* F E Dayus Co Ltd, re-roofing, RCAF Station; D A Kay & Son, painting, RCAF Station. *Kingston Ont:* Kingston Painting & Decorating Services, repairing, plastering & interior painting of areas in Yeo Hall. *Orleans Ont:* Frost Steel & Wire Co Ltd, installation of fence at VPG. *Ottawa Ont:* H J McFarland Construction Co Ltd, road repairs at Connaught Rifle Range. *Picton Ont:* Malach Roofing & Flooring Ltd, re-roofing Bldgs Nos 7, 9, 16, 28, 46 & 49, Camp. *Trenton Ont:* Walter F MacCormack, painting of bldgs at No 6 Repair Depot, RCAF Station; Mosler Taylor Safes Ltd, supply & installation of security guardhouse doors & frames with emergency release devices, RCAF Station; T J C Home Products Ltd, supply & installation of 150 aluminum self storing storm & screen doors, RCAF Station. *Uplands Ont:* O'Leary's (1956) Ltd, paving roads, RCAF Station. *Brandon Man:* Newton Electric Ltd, repairs to heating system & controls at Armouries. *Gimli Man:* Sheridan Industries Ltd, supply & installation of aluminum windows, RCAF Station; Stan's Painting & Decorating Contractors, interior painting of PMQ's, RCAF Station. *Prince Albert Sask:* Botting & Dent Ltd, conversion of low pressure steam boilers from coal to gas-oil firing in Armoury. *Saskatoon Sask:* Asphalt Services Ltd, surfacing, paving, trimming & compacting three parking lots, RCAF Station. *Penhold Alta:* Park & Derochie Decorating Co Ltd, exterior painting of 68 PMQ's, RCAF Station. *Comox B C:* Richards-Wilcox Canadian Co Ltd, supply & installation of electrically operated door in Bldg No 101, RCAF Station. *Esquimalt B C:* Old Country Industrial Contractors Ltd, painting interior & exterior of Bldg 190-190A, HMC Dockyard; M P Paine Co, improvements to roads (asphalt) & sidewalks (concrete), New South Gate area, HMCS Naden. *Kamloops B C:* Kamloops Insulators & Roofers Ltd, re-roofing, reflashing & renewal of sheet metal

ventilators, pipe sleeves, chimney flashings & removal & re-installation of upper air terminal on lightning protective system on roofs of bldgs. *Vancouver B C*: Hugo Lantos, Continental Painters & Decorators, exterior painting of bldgs.

## National Harbours Board

*Montreal Que*: Foresteel Products Ltd, partial dust control system, Elevator No 1; Industrial Maintenance Ltd, complete scraping, wire brushing, cleaning, priming & painting of steelwork above & below deck of part of main span of Jacques Cartier Bridge.

## Department of Northern Affairs and National Resources

*Fort Amherst P E I*: Wilson & Moore Ltd, \*installation of heating system for caretaker's residence. *near Alma N B*: Conniston Construction Co Ltd, landscape planting in motel area, Fundy National Park. *Elk Island National Park Alta*: Star Blacktop Ltd, supplying, hauling, heating, spraying & storing asphalt on roads.

## Post Office Department

*Ottawa Ont*: Acousticon Dictograph Co, \*installation of intercommunication system in Post Office Administration Bldgs, Riverside Drive. *Winnipeg Man*: MacIvor Electronics Ltd, \*modification of music & public address system, Post Office Bldg.

## Department of Public Works

*Black Duck Cove Nfld*: Avalon Construction & Engineering Ltd, construction of wharf. *Botwood Nfld*: R A Douglas Ltd, wharf reconstruction. *Cow Head Nfld*: Jas E Shears & Sons, breakwater improvements. *Isle aux Morts Nfld*: Diamond Construction (1955) Ltd, construction of wharf. *Lord's Cove Nfld*: Wm A Trask Ltd, construction of wharf. *Petty Harbour Nfld*: Wm O'Reilly, harbour improvements. *St John's Nfld*: Argo Construction Ltd, construction of Veterans' Wing Pavilion, St John's General Hospital. *L'Anse au Loup Labrador*: Avalon Construction & Engineering Ltd, construction of wharf & shed. *Williams Harbour Labrador*: Twillingate Engineering & Construction Co Ltd, construction of community stage. *Clarke's Harbour N S*: Mosher & Rawding Ltd, wharf repairs. *Comeau's Hill N S*: Mosher & Rawding Ltd, construction of rock talus. *Dartmouth N S*: Oxford Desk Ltd, installation of new laboratory, Oceanographic-Hydrographic Research Station. *Pictou N S*: R K Chappell Construction Ltd, harbour improvements—(reconstruction of Pier "C"); Lewis S Munsie, repairs to derrick. *Port Maitland N S*: Wm Benjamin Hall, breakwater repairs. *Rockdale N S*: L G & M H Smith Ltd, wharf repairs. *Boyne's Cove N B*: Fundy Contractors Ltd, construction of wharf. *Edmundston N B*: Diamond Construction (1955) Ltd, repairs to International Bridge. *Escuminac N B*: Fundy Contractors Ltd, breakwater improvements. *Florenceville N B*: Coronet Paving Ltd, construction of federal bldg. *Richibucto Cape N B*: Leo LeBlanc, wharf repairs. *Bagotville Que*: J A Simard, construction of protection works. *Berthier en Bas Que*: Ovila Boucher, construction of protection works. *Deschambault Que*: Rosaire Savard, wharf repairs. *Gaspé (Sandy Beach) Que*: Couga Construction Ltee, wharf improvements. *La Tabatière Que*: Landry Construction Inc, wharf extension. *Les Ecureuils Que*: Rosaire Savard, construction of protection works. *Magog Que*: Les Entreprises Jean R Denoncourt Enrg, repairs to retaining walls. *Montreal Que*: Paul Bechar, removal of garbage & ashes from federal bldgs; J R Robillard Ltee, alterations to Packard Bldg. *Paint Hills Que*: Ron Construction Co Ltd, construction of nursing station & power house. *Ste Croix Que*: Plessis Construction Ltd, extension to protection wall. *St Damien de Buckland Que*: Fernand Pichette, construction of post office. *St Donat (Lac Archambault) Que*: Danis Construction Inc, construction of wharf. *St Ireneé Que*: Patrick Villeneuve, repairs to concrete walls of wharf approach. *St Louis de Lotbinière Que*: Plessis Construction Ltd, construction of protection works. *Belle River Ont*: Dean Construction Co Ltd, reconstruction of training wall. *Burlington Ont*: Canadian Dredge & Dock Co Ltd, pier reconstruction, Channel. *Cobourg Ont*: The Ruliff Grass Construction Co Ltd, repairs to Langevin Pier. *Fort Albany Ont*: J M Fuller Ltd, construction of Health Centre. *Hamilton Ont*: City Window Cleaning Co, cleaning windows of federal bldgs; Canadian Dredge & Dock Co Ltd, pier extension, Wellington St Wharf. *Ottawa Ont*: J H Lock & Sons Ltd, supply & installation of air conditioning system, "B" Bldg, Cartier Square; Tippet-Richardson (Ottawa) Ltd, moving furniture, equipment, machinery, etc, from National Research Council, Montreal Road & Rideau Annex Bldg to new Communications Bldg, Riverside Drive; Louis G Fortin Construction, general repairs, DPW Testing Laboratory,



Riverside Drive; James More & Sons Ltd, construction of header house, CEF; Louis G Fortin Construction, alterations to steel partitioning, Veterans Memorial Bldg; Beaudoin Construction Ltd, alterations to No 3 Temporary Bldg, Lyon St; Canadian Comstock Co Ltd, supply & installation of fume hood exhaust fans & related work, Food & Drug Bldg, Tunney's Pasture; Lord & Burnham Co Ltd, alterations to greenhouses Nos 1, 2, 4 & passages, Plant Research Institute, Experimental Farm. *Parry Sound Ont*: Ontario Marine & Dredging Ltd, wharf improvements (smelter wharf). *Pelee Island Ont*: Dean Construction Co Ltd, wharf repairs. *Toronto Ont*: L C Scott Construction Co Ltd, addition to Postal Station "N"; New York Window Cleaning Co Ltd, cleaning windows of various federal bldgs. *Banff National Park Alta*: Thode Construction Ltd, paving, Mile 14 to Mile 32, Trans-Canada Highway; General Construction Co (Alberta) Ltd, paving, Mile 32 to Mile 51.1, Trans-Canada Highway. *Killam Alta*: G H Roberts Construction Ltd, construction of RCMP detachment quarters. *Fort St James B C*: Hay's Contracting Ltd, & Omineca Towing Co, wharf repairs. *Lytton B C*: Burdett Construction Co Ltd, construction of RCMP detachment quarters & garage. *Merritt B C*: State Construction & Engineering Ltd, alterations & additions, federal bldg. *Nanaimo B C*: Geo H Watson, alterations & additions to partitions & interior repainting at federal bldg. *Vancouver B C*: The Fraser River Pile Driving Co Ltd, immigration wharf reconstruction. *Victoria B C*: Pacific Piledriving Co Ltd, harbour repairs (Erie St). *Cambridge Bay N W T*: Don Stewart Sheet Metal Ltd, installation of heating system in doctor's residence & nursing station; Fuller & Knowles Co Ltd, installation of plumbing system in doctor's residence & nursing station. *Spence Bay N W T*: Barry Sheet Metal Co Ltd, installation of plumbing & heating systems, Nursing Station & Warehouse; Mercier & Germaine Co Ltd, installation of electrical system, Nursing Station & warehouse. *Tuktoyaktuk N W T*: Danbrook & Pelland Plumbing & Heating Ltd, installation of heating system, Nursing Station; Billy Plumbing & Heating Ltd, installation of plumbing system, Nursing Station. *Flat Creek-Eagle Plain Y T*: General Enterprises Ltd, re-erection of Bailey Bridge, Mile 0.2, Development Road.

#### Contracts Containing the General Fair Wages Clause

*Ferryland Nfld*: Avalon Construction & Engineering Ltd, dredging. *Bailey's Brook N S*: R A Douglas Ltd, dredging. *Digby N S*: Saint John Dredging Co Ltd, dredging. *Glace Bay N S*: Harriss & Harriss, dredging. *Halifax N S*: Walker & Hill, repairs to jetty, Seaward Defence Base. *Bathurst N B*: Harbour Development Ltd, dredging. *Campbellton N B*: The J P Porter Co Ltd, dredging. *St Stephen N B*: D B Rigby, alterations & additions to federal bldg. *Baie Comeau Que*: Marine Industries Ltd, dredging. *Grande Riviere Que*: McNamara Marine Ltd, dredging. *Hull Que*: St-Cyr & Simard Ltd, repairs to Printing Bureau. *Montreal Que*: New System Towel Supply Co Ltd, supply of cleaning equipment, sweeping tools & cloth service, various bldgs; Automatic Venetian Blind Laundry Ltd, laundering of venetian blinds, various bldgs. *Petit Saguenay Que*: La Co-operative D'Electricitee de Petit Saguenay, extension to lighting system. *Roberval Que*: Les Chantiers Bonneau Ltee, breakwater repairs. *St Coeur de Marie Que*: Alberie Boivin, wharf repairs. *St Gedeon Que*: Jos Ouellette, construction of hauling slip. *Three Rivers Que*: Laurent Plumbing & Heating, supply & installation of copper silicon horizontal tank, 562 Booth St; Hill The Mover, moving boxes of maps, various bldgs; Geo Bolton Ltd, improvement to lighting, RCMP Bldg; Doran Construction Co Ltd, alterations to Citizenship Bldg; Able Construction Co Ltd, repairs to Prime Minister's Residence; A Lanctot Construction Co Ltd, alterations to Post Office workshop; William D'Aoust Construction Ltd, alterations to Archives Bldg; Andrews Bros Construction Ltd, repairs to Observatory, CEF; Arnold Construction, structural & electrical repairs, Booth Bldg; Acorn Realty Co Ltd, alterations to No 2 Temporary Bldg; Servant Electric, improvement to lighting, Forest Products Laboratory; Hubert Douglas, structural alterations, Hunter Bldg; Presley Painting & Decorating Co, redecoration (basement), Hunter Bldg; Rideau Construction, alterations to Centre Block Bldg; MacFarlane & Leblanc, improvements to lighting, No 6 Temporary Bldg; L A Legault & Son Co Ltd, improvement to lighting, Lorne Bldg; Kenden Builders Ltd, alterations to Hunter Bldg. *Toronto Ont*: Andmorr Construction Ltd, general alterations to MacKenzie Bldg; McNamara Marine Ltd, dredging. *Wheatley Ont*: Dean Construction Co Ltd, dredging. *Whitby Ont*: McNamara Marine Ltd, dredging. *Edmonton Alta*: Cummings Welding Shop, supply & fabrication of spuds, pedestals, guides & gantries for



dredge No 250. *Esquimalt B C*: Helgsend & Fitcher, construction of base drainage, Seaward Defence. *Victoria B C*: Parfitt Construction Co Ltd, construction of Magnetometer Bldg, Dominion Astrophysical Observatory.

### St. Lawrence Seaway Authority

*Cornwall Ont*: Ontario Steeplejacks, painting of penthouses, SLSA Headquarters Office Bldg.

### Department of Transport

*Boar Island Nfld*: Beauchamp Hardware Ltd, construction of single dwelling & storage shed. *Cape Bauld Nfld*: Twillingate Engineering & Construction Co Ltd, construction of single dwelling & concrete light tower & demolition of existing tower. *Marticot Island Nfld*: S J Clark, construction of single dwelling, combined fog alarm & light tower & storage shed. *Horton Bluff N S*: Vincent M Babin, construction of two single dwellings, combined fog alarm bldg & light tower. *Saint John N B*: Wheaton Construction Co Ltd, construction of taxiway at Airport. *Flat Island Que*: Fernand & Eusebe Belanger, construction of double dwelling & fog alarm bldg. *Great Whale River Que*: Tyver Ltd, installation of services to bldg area & rehabilitation of living quarters. *Montreal Que*: Allied Building Services Ltd, cleaning of Air Terminal Bldgs. *Port Harrison Que*: The Tower Co (1961) Ltd, construction of remote transmitter bldg & installation of LF antenna system. *Quebec Que*: Sanitation Industrial & Maintenance Co, cleaning of Air Terminal Bldg, Airport; Union des Carriers & Pavages Ltee, strengthening of Runway 06-24, taxiways & parking apron, Airport. *between Montreal & Quebec Que*: McNamara Marine Ltd, \*dredging in St Lawrence Ship Canal. *Aylmer Ont*: The Totten Construction Co Ltd, construction of VHF Omni Range Bldg & related work. *Hope Island Ont*: Konvey Construction Co Ltd, construction of single dwelling. *Lamb Island Ont*: John Anderson, construction of single dwelling, light tower & pump house & demolition of existing old combined dwelling & light tower. *Malton Ont*: Foundation Co of Canada Ltd, site services, Air Terminal Bldg, Toronto International Airport. *Saskatoon Sask*: Wappel Concrete & Construction Co Ltd, strengthening of runways & parking areas, Airport. *Calgary Alta*: D L Guthrie Construction, construction of NDB Bldg & related work. *Edmonton Alta*: McCormick Electric Ltd, construction of power supply to ILS bldgs including installation of single phase underground cable, International Airport; McCormick Electric Ltd, installation of underground three phase power cable & trenching & backfill for installation of AASR control cables, International Airport. *Fort Nelson B C*: Solar Construction Co Ltd, construction of standby powerhouse & related work, Airport. *Gallows Point B C*: Nummela Construction Co Ltd, construction of single dwelling. *Prince Rupert B C*: F B Stewart & Co Ltd, installation of rotating beacon & related work, Airport. *Vancouver B C*: Stolberg Construction (1957) Ltd, construction of transmitter bldg (Lulu Island). *Victoria B C*: Yarrows Ltd, \*construction of research vessel for Dept of Fisheries. *Fort Smith N W T*: Solar Construction Co Ltd, construction of maintenance garage & related work. *Inuvik N W T*: Poole Construction Co Ltd, construction of Air Terminal Bldg & related work.

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## Shortage of Skilled Workers Despite Unemployment

Acute shortage of skilled workers and technicians hampers Britain's industrial expansion, according to the National Production Advisory Council on Industry.

For every unemployed skilled man, there were four jobs vacant earlier this year; and 20,000 vacancies were officially recorded for building craftsmen and engineers alone in a ministry of labour report at the end of last year. The shortage affects bricklayers, electricians, and in particular, highly skilled crafts like tool setters, draughtsmen, and carpenters.

Despite high unemployment, there were thousands of openings across the country which the employment services were unable to fill, United States Employment Service reports.

Most of the jobs called for skilled or technically trained people. For example, the California Department of Employment had over 8,000 such openings recorded in April; the Chicago office of the Illinois State Employment Service was unable to fill 143 stenographer jobs from its rolls of some 195,000 unemployed.

# PRICES AND THE COST OF LIVING

## Consumer Price Index, June 1961

The consumer price index (1949=100) was unchanged at 129.0 between the beginning of May and June 1961.\* Declines in the transportation, health and personal care, and recreation and reading components balanced increases in the food and clothing components. The housing and tobacco and alcohol components were unchanged.

The food index rose 0.2 per cent as a result of higher prices for a variety of items including fresh fruits, vegetables, pork, eggs, sugar and cereals.

Price declines were reported for beef, chicken, turkey, fresh tomatoes and strawberries, and frozen orange juice.

The housing index was unchanged at 132.9 as both the shelter and household operation components remained at May levels. In shelter, a fractional increase in the rent index—the first in six months—just balanced a similar decrease in home-ownership index.

In household operation, lower prices for coal and textiles offset price increases for furniture, floor coverings, and utensils and equipment; the household supplies and services index was unchanged.

The clothing index increase from 112.4 to 112.5 reflected higher prices for men's and children's wear, piece goods and clothing services, including laundry, dry cleaning and shoe repairs. Footwear prices were unchanged, prices for men's wear were lower.

The transportation index declined from 141.8 to 141.2 as a result of lower gasoline prices and a decrease in some local transportation fares, although the travel component was higher with increases in some inter-urban bus fares.

The health and personal care index decreased from 155.3 to 155.0, as lower prices for prescriptions in the pharmaceutical component outweighed increases for other items. The personal care component went up with price increases for toilet soap, tooth-paste, face cream and powder.

The recreation and reading index declined from 146.0 to 145.8 as a result of lower prices for several items in the recreation component, including sports equipment.

The tobacco and alcohol index was unchanged at 115.8.

## City Consumer Price Indexes, May 1961

Consumer price indexes for 10 regional cities (1949=100) showed a decline between April and May 1961, with decreases ranging from 0.1 per cent in St. John's to 0.6 per cent in Montreal and Vancouver.†

Food indexes also declined in all ten regional cities, with decreases ranging from 0.2 per cent in St. John's to 1.7 per cent in Montreal. Shelter indexes showed mixed results as three indexes were lower, four higher, and three unchanged. Clothing indexes were unchanged in six of ten regional cities, down in three, and higher in one city.

Household operation indexes increased in three cities, decreased in five cities, and were unchanged in two cities. Other commodities and services indexes were up in five, down in three, and unchanged in two of ten regional cities.

Regional consumer price index point changes between April and May were as follows:‡ Montreal —0.8 to 127.9; Vancouver —0.8 to 129.1; Ottawa —0.6 to 129.0; Halifax —0.5 to 128.0; Winnipeg —0.4 to 126.6; Edmonton-Calgary —0.3 to 124.2; Saint John —0.2 to 129.7; Toronto —0.2 to 130.2; Saskatchewan-Regina —0.2 to 124.6; and St. John's —0.1 to 116.7.

## Wholesale Price Index, April 1961

The general wholesale price index (1935-39=100) eased down 0.2 per cent in April to 230.9 from 231.3 in March and was about the same amount lower than the April 1960 index of 231.5. Four of the major group indexes declined in April and outweighed the increases of the remaining four.

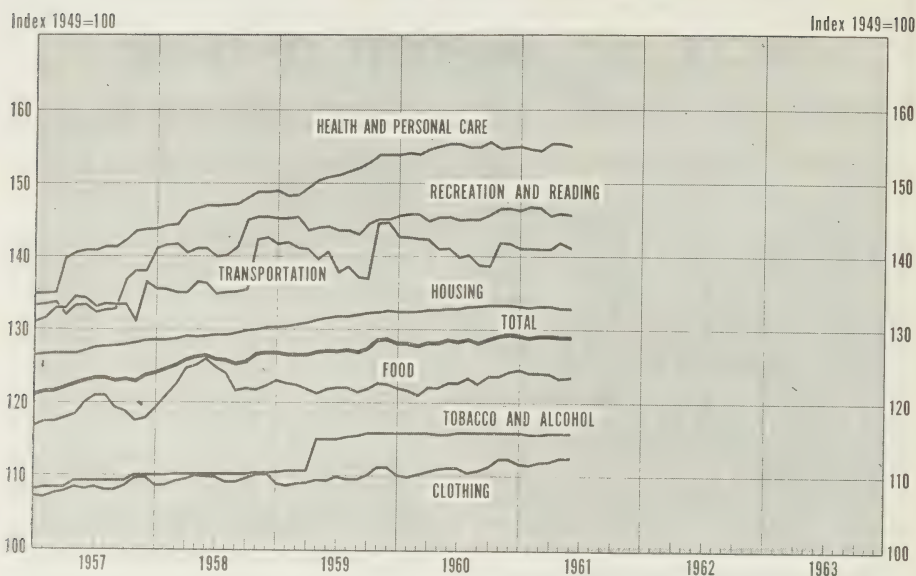
Lower prices in April for livestock, fresh and cured meats, fishery products, dressed fowl, eggs, and lard were mainly responsible for a drop of 2.0 per cent from 256.2 to 251.0 in the animal products group index. The non-metallic minerals group index moved down 1.0 per cent from 186.3 to 184.5, the textile products group index

\*See Table F-1 at back of this issue.

†See Table F-2 at back of book.

‡On base June 1951=100.

## CONSUMER PRICE INDEX



declined slightly from 233.1 to 232.8, and the chemical products group index at 188.0 was practically unchanged from the March index of 188.1.

The iron products group index advanced 0.9 per cent to 259.1 in April from the March index of 256.7. Increases of 0.2 per cent or less occurred in three major group indexes: vegetable products from 200.1 to 200.6; wood products from 301.6 to 302.3; and non-ferrous metals from 174.6 to 174.7.

The building materials price indexes declined between April and May. The non-residential index (1949=100) moved down 0.6 per cent from 131.4 to 130.6, and the residential index (1935-39=100) 0.3 per cent from 293.4 to 292.5. The residential index, on the base of 1949=100, moved down from 128.7 to 128.3.

### U.S. Consumer Price Index, May 1961

The United States consumer price index (1947-49=100) declined by 0.1 per cent in May, exactly to the level where it stood last November, at 127.4.

Despite this slight decline, the index stands at approximately the same level it has held for the last eight months, when food prices have been virtually steady, prices of other goods have declined slightly, and services have continued to move slowly upward.

### U.K. Index of Retail Prices, April 1961

The United Kingdom index of retail prices (Jan. 17, 1956=100) went up between March and April from 112.7 to 113.3 at the middle of the month.



# Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the *LABOUR GAZETTE*.

List No. 153

## Disabled—Rehabilitation

1. U.S. OFFICE OF VOCATIONAL REHABILITATION. *An Introduction to the Vocational Rehabilitation Process, a Manual for Orientation and In-Service Training. Compiled from Proceedings of Guidance, Training, and Placement Workshops, Orientation Training Syllabus for Vocational Rehabilitation Counselors and the Gatlinburg Workshop*. Edited by John F. McGowan. Washington, GPO, 1961. Pp. 201.

2. WEIR, GEORGE R. *Government and the Handicapped; the Alabama Vocational Rehabilitation Program*. University, Ala., Bureau of Public Administration, University of Alabama, 1960. Pp. 77.

Discusses the Federal and State programs for vocational rehabilitation in Alabama and recommends some ways of overcoming deficiencies in the State program.

3. WRIGHT, BEATRICE (POSNER). *Physical Disability—A Psychological Approach*. New York, Harper [1960] Pp. 408.

Describes how handicapped people cope with their disablement. Written for the practitioner in the field of rehabilitation.

## Economic Conditions

4. CAIRNCROSS, ALEXANDER KIRKLAND. *Economic Development and the Atlantic Provinces*. Fredericton, Sponsored by the Atlantic Provinces Research Board, 1961. Pp. 35.

The author was invited by the Governments of the Atlantic Provinces to report on economic development in the four provinces. He examined such matters as monetary policy, bank credit, medium and long term capital and development policy, and made recommendations.

5. CANADIAN TAX FOUNDATION. *Fiscal Needs of the Canadian Provinces*, by Eric J. Hanson. Toronto, 1961. Pp. 107, 230.

"This study is an attempt to provide approximate measurements of the relative fiscal capacities of the Canadian provinces." Surveys briefly the problems to be faced and offers some suggestions for dealing with them.

6. COMMITTEE FOR ECONOMIC DEVELOPMENT. *Growth and Taxes, Steps for 1961; a Statement on National Policy by the Research and Policy Committee*. New York, 1961. Pp. 38, 15.

Concerns "the question of tax structure—the kinds of taxes with which the government raises the amount of revenue needed."

## Industry

7. KERR, CLARK. *Industrialism and Industrial Man; the Problems of Labor and Management in Economic Growth*, by Clark Kerr [and others] Cambridge, Harvard University Press, 1960. Pp. 331.

An examination of industrialization and industrial relations in the world today.

8. LOUNSBURY, FREDERICK EVERETT. *The Food and Fish Processing Industries of the Atlantic Provinces*. Halifax, Atlantic Provinces Economic Council, 1960. Pp. 87.

"Commissioned by Atlantic Provinces Research Board and prepared by Atlantic Provinces Economic Council."

## Labour Laws and Legislation

9. U.S. BUREAU OF LABOR STANDARDS. *Attorneys' Fees in Workmen's Compensation; a Report of the Standards and Procedures in State Legislation*. September 1960. Washington, GPO, 1960. Pp. 47.

10. U.S. BUREAU OF LABOR STANDARDS. *State Labor Relations Acts*. Washington, GPO, 1961. Pp. 39.

## Labour Organization

11. BALLON, ROBERT J. *The Japanese Labor Movement, 1957-1960*. Tokyo, Sophia University, Industrial Relations Center, 1960. Pp.37.

12. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Sourcebook of Union Government, Structure and Procedures* [by James J. Bambrick and George H. Haas. New York] 1956. Pp. 334.

Companion vol. to the Board's *Handbook of Union Government, Structure and Procedures* (*Studies in Personnel Policy*, no. 150).

13. STEINBACH, ARNOLD L. *Changing Concepts and Practice in the International Labor Movement*. Washington, U.S. Dept. of Labor, Division of International Trade Union Organizations, 1960. Pp. 10.

Talk given to Research Seminar on Comparative Labor Movements, Washington, D.C., December 15, 1959. Discusses the International Confederation of Free Trade Unions and the World Federation of Trade Unions.

## Labouring Classes

14. BERGER, BENNETT MAURICE. *Working-Class Suburb; a Study of Auto Workers in Suburbia*. Berkeley, University of California Press, 1960. Pp. 143.

A sociological study of Ford Motor Company employees in California who moved with the company from a small city to a suburban area in the San Francisco Bay area. The author wanted to find out what happened to a group of working class men and women after they moved into the suburbs.

15. BOYLE, THOMAS. *Justice through Power, a Study of Labor in its Present Situation*. Toronto, Longmans, 1961. Pp. 248.

The author worked several years on a factory assembly line and served as a union steward. As a firm believer in unions he discusses such matters as the purpose and value of unions, the efficacy of strikes, what happens to union funds, how wage rates are set and how wages are spent, the organization of the unorganized worker, and union participation in political activities, among other things. The author thinks that unions have no economic power to provide jobs and so they must acquire political power to help their members.

16. BRIGGS, ASA, Ed. *Essays in Labour History; in Memory of G. D. H. Cole, 25 September 1889-14 January 1959*. Edited by Asa Briggs and John Saville. With recollections of G. D. H. Cole by Ivor Brown [and others] London, Macmillan; New York, St. Martin's Press, 1960. Pp. 363.

Partial Contents: Recollections of G. D. H. Cole by Ivor Brown, Hugh Gaitskell, Stephen K. Bailey, and G. D. N. Worswick. Custom, Wages, and Work-Load in Nineteenth-Century Industry, by E. J. Hobsbawm. The English Branches of the First International, by Henry Collins. Trade Unions and Free Labour: the Background to the Taff Vale Decision, by John Saville.

17. CALIFORNIA. UNIVERSITY. HELLER COMMITTEE FOR RESEARCH IN SOCIAL ECONOMICS. *Quantity and Cost Budgets for Two Income Levels; Prices for The San Francisco Bay Area, September 1960. Family of a Salaried Junior Professional and Executive Worker; Family of a Wage Earner...* Berkeley, c1961. Pp. 86.

18. GREAT BRITAIN. CENTRAL OFFICE OF INFORMATION. REFERENCE DIVISION. *Labour Relations and Conditions of Work in Britain*. Rev. September 1960. London, 1960. Pp. 54.

Partial Contents: Protective Legislation. Conditions of Work in Practice. Industrial Relations. Human Relations at the Work-Place.

19. INTERNATIONAL FEDERATION OF INDUSTRIAL ORGANIZATIONS AND GENERAL WORKERS' UNIONS. *Report on Wages and Conditions of Employment in the Glass Industry of Some Countries*. Amsterdam, 1959. P. 48, 8.

20. SHAFI, MOHAMMAD. *Law of Dismissal*. Karachi, Bureau of Labour Publications, 1960. Pp. 87.

A description of the law relating to dismissal in private industrial and non-industrial employment in Pakistan and India.

21. SHAFI, MOHAMMAD. *Problems of Bonus and Profit-Sharing*. Karachi, Bureau of Labour Publications, 1960. Pp. 80.

Discusses legal decisions and awards with reference to profit-sharing and bonus systems in Pakistan and India and endeavors "to evolve a set of principles and practices for practical guidance" in resolving the problems that arise.

## Management

22. U.S. SMALL BUSINESS ADMINISTRATION. *Cash Planning in Small Manufacturing Companies*, by Joseph C. Schabacker. Washington, GPO, 1960. Pp. 276.

"Cash planning may be defined as the management process of estimating for a specified period in the future all sources and uses of cash available to a business." In this study cash planning is used "in the formal sense of committing the forecast and plan to a paper report."

23. WERMEL, MICHAEL THEODORE. *How to determine the Total Cost of Your Employee Benefit Programs; a Guide for a Company Survey*, by Michael T. Wermel and Geraldine M. Beideman. Pasadena, Benefits and Insurance Research Center, Industrial Relations Section, California Institute of Technology, 1960. Pp. 55.

"This study presents a method that individual companies can use to survey their benefit expenditures...Includes a discussion of techniques for collecting the cost data and describes several methods that companies may follow in analyzing the expenditure information obtained."

## Occupations

24. ASSOCIATION OF CHEMICAL AND ALLIED EMPLOYERS, LONDON. *Training of Engineering Apprentices in the Chemical Industry*. London, 1960. Pp. 24.

"The purpose of this booklet is to assist those firms in the chemical industry who wish to introduce or improve upon the training of craft apprentices in their works." Deals principally with the training of the apprentice fitter, electrician and instrument mechanic.

25. U.S. BUREAU OF EMPLOYMENT SECURITY. *Technical Occupations in Research Design and Development considered as Directly Supporting to Engineers and Physical Scientists*. Washington, GPO, 1961. Pp. 113.

Contains occupational description for technicians in the engineering and scientific field.

## Older Workers

26. U.S. BUREAU OF EMPLOYMENT SECURITY. *Meeting the Manpower Challenge of the Sixties with 40-plus Workers. A Leader's Guide for conducting Local Institutes on the Employment of 40-Plus Workers*. Washington, GPO, 1960. Pp. 76.

27. U.S. DEPARTMENT OF LABOR. *40 Plus. Ability is Ageless, a Guide to Action.* Washington, GPO, 1960. Pp. 16.

Includes some ideas that might be used in community informational and educational campaigns for improving job opportunities for older workers.

28. U.S. DEPARTMENT OF LABOR. *40 Plus. Meet the Over 40 Worker.* Washington, GPO, 1960. Pp. 28.

This publication contains highlights of a number of studies and surveys on older workers conducted by the Department of Labor, business organizations and associations, universities, individual researchers and others.

## Unemployment

29. OSTRY, SYLVIA. *The Definition and Measurement of Unemployment; a Report prepared for the Special Committee of the Senate of Canada on Manpower and Employment.* [Ottawa, Dept. of Labour?] 1961. Pp. 32.

Included in Proceedings of the Senate Special Committee on Manpower and Employment, Pt. 6, p. 355-371.

30. STUDY CONFERENCE ON UNEMPLOYMENT, TORONTO, 1961. *Report.* Toronto, Ontario Federation of Labour, 1961. 1 Volume (various pagings).

Conference held Feb. 10 and 11. Sponsored by Ontario Federation of Labour. Dave Archer, chairman.

Topics considered by individual speakers and panel discussions included 1. How has unemployment affected your group? 2. What can be done to create new jobs? 3. Seasonal unemployment, causes, cures. 4. Welfare problems. 5. Retraining.

## Miscellaneous

31. CANADA. BUREAU OF STATISTICS. *Awards for Graduate Study and Research 1961.* Ottawa, Queen's Printer, 1961. Pp. 300.

32. ORGANIZATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT. *Convention on the Organization for Economic Co-operation and Development.* Paris, 1960. Pp. 55. French and English on opposite pages.

This agency was formerly the Organization for European Economic Co-operation.

33. SKARDAL, DOROTHY BURTON. *Special Insurance in Norway.* 4th ed. Oslo, The Norwegian Joint Committee on International Social Policy, 1960. Pp. 208.

Discusses various forms of social security available to Norwegians.

34. U.S. BUREAU OF LABOR STATISTICS. *Daily Spot Markets Price Indexes and Prices, January 1, 1957-December 31, 1959.* Washington, GPO, 1961. Pp. 63.

35. U.S. NATIONAL SCIENCE FOUNDATION. *Federal Funds for Science. IX. The Federal Research and Development Budget, Fiscal Years 1959, 1960, and 1961.* [Washington, GPO, 1960, i.e. 1961] Pp. 89.

36. U.S. OFFICE OF EDUCATION. DIVISION OF VOCATIONAL EDUCATION. *Studies of Home Economics in High School and in Adult Education Programmes, 1955-58* [by] Ivol Spafford in co-operation with Edna P. Amidon. Washington, GPO, 1960. Pp. 185.

37. U.S. OFFICE OF EDUCATION. DIVISION OF VOCATIONAL EDUCATION. *Organization and Effective Use of Advisory Committees,* by Sam. W. King. Washington, GPO, 1960. Pp. 75.

School advisory committees in trade and industrial education serve three purposes, among others, because they provide useful advice not easily obtainable elsewhere; they establish good public relations; and, they assist public support of policies.

This pamphlet explains the different types of committees, their functions, establishment, organization, and the planning and conduct of a meeting.



## LABOUR STATISTICS

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## A—Labour Force

**TABLE A-1—LABOUR FORCE, REGIONAL DISTRIBUTION  
WEEK ENDED APRIL 22, 1961**

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Canada	Atlantic Region	Quebec	Ontario	Prairie Region	British Columbia
The Labour Force.....	6,440	573	1,803	2,367	1,118	579
Men.....	4,721	429	1,338	1,690	828	436
Women.....	1,719	144	465	677	290	143
14—19 years.....	592	66	202	181	101	42
20—24 years.....	800	77	264	262	134	63
25—44 years.....	2,953	241	830	1,113	498	271
45—64 years.....	1,872	165	461	723	338	185
65 years and over.....	223	24	46	88	47	18
Employed.....	5,818	474	1,570	2,207	1,046	521
Men.....	4,171	334	1,130	1,556	765	386
Women.....	1,647	140	440	651	281	135
Agricultural.....	652	52	132	157	285	26
Non-Agricultural.....	5,166	422	1,438	2,050	761	495
Paid Workers.....	4,677	381	1,280	1,879	696	441
Men.....	3,195	256	883	1,282	456	318
Women.....	1,482	125	397	597	240	123
Unemployed.....	622	99	233	160	72	58
Men.....	550	95	208	134	63	50
Women.....	72	*4	25	26	*9	*8
Persons Not in the Labour Force.....	5,524	631	1,599	1,835	925	534
Men.....	1,237	172	341	384	210	130
Women.....	4,287	459	1,258	1,451	715	404

\* Less than 10,000

### WEEK ENDED MAY 20, 1961

	Canada	Atlantic Region	Quebec	Ontario	Prairie Region	British Columbia
The Labour Force.....	6,542	589	1,811	2,391	1,159	592
Men.....	4,792	448	1,347	1,711	846	440
Women.....	1,750	141	464	680	313	152
14—19 years.....	609	71	203	181	111	43
20—24 years.....	838	84	268	276	143	67
25—44 years.....	2,980	242	831	1,120	512	275
45—64 years.....	1,884	167	464	723	342	188
65 years and over.....	231	25	45	91	51	19
Employed.....	6,085	515	1,646	2,266	1,114	544
Men.....	4,395	379	1,204	1,605	806	401
Women.....	1,690	136	442	661	308	143
Agricultural.....	726	59	145	163	329	30
Non-Agricultural.....	5,359	456	1,501	2,103	785	514
Paid Workers.....	4,905	409	1,351	1,950	736	459
Men.....	3,399	287	949	1,342	491	330
Women.....	1,506	122	402	608	245	129
Unemployed.....	457	74	165	125	45	48
Men.....	397	69	143	106	40	39
Women.....	60	*	22	19	*	*
Persons Not in the Labour Force.....	5,440	617	1,597	1,816	888	522
Men.....	1,175	154	335	366	194	126
Women.....	4,265	463	1,262	1,450	694	396

\* Less than 10,000.

**TABLE A-2—UNEMPLOYED**

(Estimates in thousands)

SOURCE: D.B.S. Labour Force Survey

	May 1961	April 1961	March 1961	May 1960	April 1960
Total unemployed .....	457	622	705	419	552
On temporary layoff up to 30 days .....	18	32	41	20	35
Without work and seeking work .....	439	590	664	399	517
Seeking full-time work .....	416	559	628	385	494
Seeking part-time work .....	23	31	36	14	23
Seeking under 1 month .....	70	84	89	75	90
Seeking 1-3 months .....	120	177	270	119	174
Seeking 4-6 months .....	141	221	218	135	191
Seeking more than 6 months .....	108	108	87	70	62

**TABLE A-3—DESTINATION OF ALL IMMIGRANTS BY REGIONS**

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Period	Atlantic	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Canada Total	Males
1953 Total .....	4,049	34,294	90,120	27,208	13,197	168,868	91,422
1954 Total .....	3,849	28,419	83,029	26,638	12,292	154,227	84,531
1955 Total .....	3,067	22,117	57,563	15,559	11,640	109,946	56,828
1956 Total .....	3,029	31,396	90,662	17,957	17,930	164,857 <sup>(1)</sup>	89,541
1957 Total .....	5,092	55,073	147,097	37,172	37,730	282,164	154,226
1958 Total .....	3,268	28,443	63,853	15,756	13,531	124,851	60,630
1st Quarter 1960 .....	353	3,882	8,809	1,840	1,685	16,599	8,098
1st Quarter 1961 .....	325	2,563	6,504	1,192	1,255	11,839	5,125

<sup>(1)</sup> Total includes 3,883 whose destination is not specified.**TABLE A-4—DISTRIBUTION OF WORKERS ENTERING CANADA BY OCCUPATIONS**

SOURCE: Immigration Branch, Department of Citizenship and Immigration

	Managerial and Professional	Clerical	Transportation and Communication	Commercial and Financial	Services	Agriculture	Fishing, Trapping Logging and Mining	Manufacturing and Mechanical and Construction	Labourers	Others	Total Workers
1953 Total .....	10,021	6,339	1,855	3,185	13,766	17,250	879	26,492	10,380	966	91,133
1954 Total .....	9,983	6,775	1,938	2,735	11,974	19,920	763	25,666	13,011	578	84,376
1955 Total .....	8,563	5,775	1,190	2,146	9,588	7,036	514	15,117	7,687	371	57,087
1956 Total .....	10,339	9,492	2,255	3,823	13,800	7,500	1,619	29,294	12,482	435	91,039
1957 Total .....	17,256	16,829	5,254	6,559	17,574	19,838	2,693	51,376	19,471	661	151,511
1958 Total .....	8,497	6,745	1,229	2,229	11,501	5,071	513	17,476	9,388	429	63,078
1st Quarter 1960 .....	1,318	642	175	353	1,453	816	119	1,585	1,586	40	16,599
1st Quarter 1961 .....	1,154	610	87	204	1,107	408	38	1,059	698	9	11,839



## B—Labour Income

### TABLE B-1—ESTIMATES OF LABOUR INCOME

NOTE: All figures in this table except those for 1956 have been revised. Monthly and quarterly figures may not add to annual totals because of rounding.

(\$ Millions)

Source: Dominion Bureau of Statistics

Year and Month	Monthly Total			Quarterly Totals <sup>1</sup>						Totals <sup>2</sup>
	Mining	Manu- facturing	Trans- portation, Storage and Communi- cation <sup>2</sup>	Forestry	Construc- tion	Public Utilities	Trade	Finance Services (including Govern- ment)	Supple- men- tary Labour income	
1956—Total....	498	4,586	1,560	371	1,210	239	2,069	3,546	617	14,890
1957—Total....	535	4,838	1,661	336	1,311	277	2,265	3,920	683	16,018
1958—Total....	527	4,828	1,677	270	1,329	298	2,359	4,295	739	16,524
1959—Total....	552	5,103	1,773	288	1,472	316	2,528	4,705	819	17,761
1960—Total....	551	5,200	1,779	326	1,472	327	2,641	5,095	916	18,514
1960—										
April.....	44.5	430.7	146.1							1,494.1
May.....	45.1	437.3	149.3	72.0	363.4	81.2	657.0	1,273.6	226.9	1,537.4
June.....	46.7	443.3	152.4							1,590.2
July.....	46.3	435.3	155.0							1,578.9
August.....	46.7	437.9	154.4	88.5	446.7	84.7	663.5	1,282.7	232.9	1,592.3
September....	46.9	442.0	153.2							1,620.7
October.....	45.7	437.5	151.2							1,599.8
November....	45.4	432.3	148.5	91.6	369.9	82.6	685.4	1,319.2	235.5	1,573.7
December....	44.3	422.6	144.7							1,529.4
1961—										
January.....	44.2	420.0	140.5							1,494.3
February.....	44.4	424.4	142.0	62.1	278.7	81.8	656.5	1,327.4	235.7	1,502.3
March*.....	44.5	427.1	142.5							1,510.1
April†.....	43.0	431.5	145.3							1,539.7

<sup>1</sup>Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

<sup>2</sup>Includes post office wages and salaries.

<sup>3</sup>Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

\*Revised.

†Preliminary.

## C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—at April 1961 employers in the principal non-agricultural industries reported a total employment of 2,647,914. Tables C-4 (every second month) and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage earners in the reporting firms.

**TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES**

(1949 = 100)      (The latest figures are subject to revision)

Source: Employment and Payrolls, D.B.S.

Year and Month	Industrial Composite				Manufacturing			
	Index Numbers (1949=100) <sup>1</sup>			Average Weekly Wages and Salaries	Index Numbers (1949=100)			Average Weekly Wages and Salaries
	Employment	Aggregate Payrolls	Average Weekly Wages and Salaries		Employment	Aggregate Payrolls	Average Weekly Wages and Salaries	
Averages				\$				\$
1955.....	112.9	161.2	142.1	61.05	109.8	159.5	144.4	63.48
1956.....	120.7	182.0	150.0	64.44	115.8	176.8	151.7	66.71
1957.....	122.6	194.7	158.1	67.93	115.8	185.3	159.1	69.94
1958.....	117.9	194.1	163.9	70.43	109.8	182.7	165.3	72.67
1959.....	119.7	205.7	171.0	73.47	111.1	193.3	172.5	75.84
1960								
April.....	114.8	204.1	176.9	75.98	108.8	196.3	178.5	78.48
May.....	118.9	209.8	175.4	75.36	110.6	198.1	176.9	77.80
June.....	122.8	217.7	176.1	75.67	112.1	201.8	177.8	78.16
July.....	121.9	217.8	177.6	76.28	110.2	198.4	177.8	78.18
August.....	123.1	291.0	176.8	75.94	111.7	199.7	176.5	77.62
September.....	123.1	220.7	178.2	76.55	111.6	201.6	178.2	78.37
October.....	121.5	218.2	178.3	76.60	109.6	199.4	179.6	78.95
November.....	119.7	214.5	177.9	76.43	108.1	197.2	180.0	79.16
December.....	114.8	202.4	175.0	75.18	104.1	187.0	177.2	77.92
1961								
January.....	111.6	201.4	179.2	77.00	104.3	191.6	181.1	79.65
February.....	111.0	202.5	181.1	77.80	104.6	193.5	182.5	80.24
March.....	111.1	202.3	180.7	77.64	104.9	194.4	182.8	80.36
April.....	112.4	206.0	182.0	78.19	105.4	196.7	184.1	80.96

<sup>1</sup> Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

TECHNICAL NOTE—A change has been made in the method of dating the statistics published in Tables C-1 to C-6 to conform with the usual practice of the Dominion Bureau of Statistics. In the past, statistics for the last pay period in a month were labelled "pay period preceding" the first day of the following month. From now on, statistics for the last pay period in a month will be labelled for that month. Another change is that average earnings formerly expressed in cents carried to one decimal place, are now published in dollars and cents.

\* Revised.

† Preliminary.

**TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES**

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls D.B.S.

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Mar. 1961	Feb. 1961	Mar. 1960	Mar. 1961	Feb. 1961	Mar. 1960
<b>Provinces</b>						
Newfoundland.....	106.8	114.3	105.4	\$ 70.25	\$ 72.10	\$ 66.90
Prince Edward Island.....	108.9	110.2	114.4	59.27	56.86	52.75
Nova Scotia.....	84.1	86.1	92.8	62.25	64.07	62.97
New Brunswick.....	96.0	95.8	96.3	64.67	64.65	63.51
Quebec.....	109.8	110.6	112.3	75.16	75.06	72.77
Ontario.....	113.6	113.3	116.9	80.46	80.58	77.99
Manitoba.....	103.1	102.9	105.0	72.72	73.09	70.78
Saskatchewan.....	111.8	110.3	115.6	73.06	73.00	71.39
Alberta (including Northwest Territories).....	142.8	142.9	146.0	79.15	79.61	77.42
British Columbia (including Yukon).....	107.2	105.6	113.0	84.98	85.30	81.96
<b>Canada.....</b>	<b>110.9</b>	<b>111.0</b>	<b>114.2</b>	<b>77.66</b>	<b>77.80</b>	<b>75.37</b>
<b>Urban Areas</b>						
St. John's.....	116.0	116.4	114.4	56.82	57.89	55.41
Sydney.....	68.5	72.3	91.4	69.03	75.91	70.81
Halifax.....	115.1	122.8	118.6	64.32	63.53	62.45
Moncton.....	95.7	95.0	91.5	60.96	60.83	59.45
Saint John.....	115.8	114.6	110.0	62.58	62.57	62.38
Chicoutimi—Jonquiere.....	104.2	103.0	109.8	95.19	95.93	88.89
Quebec.....	104.4	102.4	106.4	65.29	65.09	63.38
Sherbrooke.....	97.7	97.9	98.0	63.16	63.80	62.99
Shawinigan.....	101.2	100.4	102.5	85.06	84.31	80.91
Three Rivers.....	102.1	101.6	109.0	69.92	71.04	68.32
Drummondville.....	74.5	73.7	74.8	63.81	63.26	60.95
Montreal.....	118.6	118.1	120.2	76.49	76.56	74.11
Ottawa—Hull.....	118.7	118.0	118.7	71.71	71.96	69.45
Kingston.....	115.3	114.7	108.0	76.78	75.20	72.91
Peterborough.....	87.3	86.7	96.5	84.71	84.74	83.38
Oshawa.....	169.2	169.0	184.4	89.24	88.94	86.36
Toronto.....	126.9	126.7	127.8	81.22	80.84	78.27
Hamilton.....	104.3	103.7	112.1	86.01	86.10	83.94
St. Catharines.....	105.4	104.7	109.5	87.79	88.45	85.44
Niagara Falls.....	90.0	88.7	93.1	83.07	84.11	79.57
Brantford.....	81.3	78.8	83.7	74.43	74.93	71.48
Guelph.....	114.9	115.9	122.3	71.26	71.57	69.66
Galt.....	105.9	106.6	115.1	69.88	69.60	68.76
Kitchener.....	114.6	114.7	120.2	72.68	73.01	70.85
Sudbury.....	146.6	146.1	142.4	91.28	91.93	88.82
Timmins.....	91.2	90.6	92.6	71.01	70.08	69.49
London.....	122.8	121.5	121.5	73.87	73.37	71.09
Sarnia.....	121.1	118.2	120.5	102.87	101.24	97.20
Windsor.....	72.4	72.3	78.2	87.14	86.09	86.23
Sault Ste. Marie.....	128.8	125.4	147.2	95.06	98.62	93.97
Ft. William—Pt. Arthur.....	95.1	95.2	96.9	77.37	78.72	74.38
Winnipeg.....	105.4	104.9	106.4	69.86	69.93	67.91
Regina.....	123.3	121.4	123.0	71.61	71.92	68.26
Saskatoon.....	127.9	126.7	126.2	69.46	69.00	67.26
Edmonton.....	174.3	171.9	175.1	73.40	73.10	72.26
Calgary.....	165.8	164.5	162.4	75.14	75.25	72.30
Vancouver.....	107.9	106.8	113.8	83.58	83.71	80.71
Victoria.....	107.5	104.9	110.6	76.93	77.44	74.85



**TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES**

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls D.B.S.

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, n Dollars		
	Mar. 1961	Feb. 1961	Mar. 1960	Mar. 1961	Feb. 1961	Mar. 1960
<b>Mining.....</b>	<b>112.9</b>	<b>114.0</b>	<b>121.8</b>	<b>95.87</b>	<b>96.30</b>	<b>94.35</b>
Metal mining.....	130.1	130.0	138.5	98.50	97.99	95.82
Gold.....	70.2	70.4	72.6	79.44	78.40	76.44
Other metal.....	186.0	185.6	199.9	105.20	104.91	102.39
Fuels.....	82.5	86.8	97.2	94.13	97.75	95.39
Coal.....	34.8	38.8	49.6	62.33	71.92	73.29
Oil and natural gas.....	288.2	293.3	302.1	110.64	112.48	111.01
Non-metal.....	123.5	121.2	118.3	86.75	85.06	84.07
<b>Manufacturing.....</b>	<b>104.9</b>	<b>104.6</b>	<b>109.0</b>	<b>80.35</b>	<b>80.24</b>	<b>78.04</b>
Durable goods.....	106.9	106.3	115.0	86.16	86.10	83.74
Non-durable goods.....	103.3	103.2	103.8	75.31	75.19	72.69
Food and beverages.....	102.9	102.2	103.2	73.03	72.10	70.46
Meat products.....	127.8	125.6	130.0	83.12	78.93	78.85
Canned and preserved fruits and vegetables.....	70.4	69.4	70.8	67.38	69.05	67.18
Grain mill products.....	108.2	107.0	108.5	77.62	77.20	74.13
Bread and other bakery products.....	94.7	94.6	97.1	67.04	65.96	65.71
Distilled and malt liquors.....	90.3	108.3	89.2	98.30	96.44	92.05
Tobacco and tobacco products.....	94.0	94.2	105.0	81.39	70.75	71.76
Rubber products.....	87.6	87.1	84.8	53.94	55.49	52.41
Leather products.....	95.3	95.3	92.2	51.45	53.20	50.05
Boots and shoes (except rubber).....	76.3	76.1	78.0	64.18	63.98	62.28
Textile products (except clothing).....	69.6	69.5	70.4	60.58	60.13	59.05
Cotton yarn and broad woven goods.....	59.1	59.4	60.0	60.57	60.13	58.18
Woolen goods.....	81.8	81.4	84.8	71.35	70.73	68.69
Synthetic textiles and silk.....	91.0	90.9	91.3	50.40	51.00	49.19
Clothing (textile and fur).....	91.3	90.6	91.2	50.21	50.29	48.19
Men's clothing.....	102.2	102.1	99.0	51.90	53.10	50.70
Women's clothing.....	71.4	72.6	73.3	48.87	49.60	48.50
Knit goods.....	95.8	94.7	102.3	69.33	69.59	67.25
Wood products.....	96.6	95.0	103.6	72.20	72.33	69.71
Saw and planing mills.....	104.6	105.0	110.0	65.39	65.96	64.51
Furniture.....	75.3	73.4	82.0	62.05	62.48	59.67
Other wood products.....	118.9	118.6	119.8	94.17	95.15	89.69
Paper products.....	119.6	120.0	120.0	102.05	103.12	96.61
Pulp and paper mills.....	117.4	115.4	119.4	75.32	75.72	72.80
Printing, publishing and allied industries.....	123.4	123.0	123.4	87.04	86.32	85.39
Iron and steel products.....	100.7	99.6	108.9	90.78	90.42	88.19
Agricultural implements.....	68.4	67.7	78.8	92.90	93.23	87.92
Fabricated and structural steel.....	141.7	144.1	148.8	92.28	91.52	89.30
Hardware and tools.....	97.3	96.9	101.8	80.65	80.52	79.43
Heating and cooking appliances.....	88.6	89.5	100.3	78.87	78.19	76.19
Iron castings.....	89.1	88.8	95.2	84.40	84.92	83.62
Machinery, Industrial.....	111.4	110.8	118.4	88.00	87.84	85.23
Primary iron and steel.....	112.4	109.0	126.0	105.07	104.97	100.31
Sheet metal products.....	102.7	99.3	104.3	88.98	87.93	86.59
Wire and wire products.....	106.7	106.6	119.2	90.76	89.55	89.51
Transportation equipment.....	104.8	105.2	113.6	90.15	90.26	88.07
Aircraft and parts.....	259.5	262.1	240.0	96.57	95.65	93.80
Motor vehicles.....	103.7	105.1	117.7	98.44	98.64	95.57
Motor vehicles parts and accessories.....	101.7	100.5	110.6	88.71	89.30	87.28
Railroad and rolling stock equipment.....	53.7	53.1	63.6	85.48	85.74	78.93
Shipbuilding and repairing.....	120.4	123.2	140.3	79.76	80.97	81.40
Non-ferrous metal products.....	122.6	123.0	129.1	91.87	91.59	88.36
Aluminum products.....	134.0	132.5	140.1	89.69	87.92	83.33
Brass and copper products.....	99.4	100.3	105.6	85.31	85.94	84.05
Smelting and refining.....	142.7	142.4	150.8	99.78	99.76	96.20
Electrical apparatus and supplies.....	126.8	125.4	135.9	86.95	87.34	84.23
Heavy electrical machinery.....	95.9	96.1	109.4	93.99	93.42	90.67
Telecommunication equipment.....	208.9	210.6	214.9	87.56	88.11	81.62
Non-metallic mineral products.....	125.0	124.5	133.9	83.23	82.21	79.86
Clay products.....	75.3	73.6	91.5	76.97	75.58	75.35
Glass and glass products.....	145.9	146.5	146.7	80.83	79.81	76.63
Products of petroleum and coal.....	135.9	135.6	134.7	117.24	117.23	114.65
Petroleum refining.....	139.0	138.9	136.7	117.89	117.89	115.59
Chemical products.....	129.5	129.1	131.2	94.02	93.39	89.74
Medicinal and pharmaceutical preparations.....	116.3	116.1	119.5	82.73	82.77	79.51
Acids, alkalis and salts.....	151.7	150.9	147.8	105.50	105.18	100.88
Miscellaneous manufacturing industries.....	130.2	129.6	128.7	72.51	72.47	69.65
<b>Construction.....</b>	<b>97.4</b>	<b>96.9</b>	<b>102.1</b>	<b>81.96</b>	<b>83.96</b>	<b>80.40</b>
Building and general engineering.....	97.0	96.4	101.9	88.71	90.66	87.76
Highways, bridges and streets.....	98.1	97.6	102.4	70.94	73.05	68.43
Electric and motor transportation.....	130.0	129.2	129.7	82.23	81.71	79.48
<b>Service.....</b>	<b>138.5</b>	<b>137.5</b>	<b>138.1</b>	<b>55.14</b>	<b>55.10</b>	<b>52.73</b>
Hotels and restaurants.....	121.5	120.6	124.4	42.19	42.95	40.98
Laundries and dry cleaning plants.....	113.6	111.2	111.8	48.01	46.91	45.92
<b>Industrial composite.....</b>	<b>110.9</b>	<b>111.0</b>	<b>114.2</b>	<b>77.66</b>	<b>77.80</b>	<b>75.37</b>

Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

# TABLE C-4—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES

(Hourly-Rated Wage Earners) SOURCE: Man-hours and Hourly Earnings (Dominion Bureau of Statistics)

(The latest figures are subject to revision)

	Average Hours worked			Average Hourly Earnings (in cents)		
	March 1961	February 1961	March 1960	March 1961	February 1961	March 1960
Newfoundland.....	40.0	41.0	39.1	1.72	1.68	1.67
Nova Scotia.....	40.7	40.9	40.9	1.60	1.61	1.60
New Brunswick.....	40.5	40.6	41.7	1.61	1.58	1.58
Quebec.....	41.1	41.5	41.6	1.63	1.63	1.59
Ontario.....	40.1	40.2	40.3	1.93	1.91	1.87
Manitoba.....	39.7	39.7	39.8	1.70	1.69	1.66
Saskatchewan.....	39.4	38.9	39.1	1.99	1.95	1.90
Alberta <sup>(1)</sup> .....	39.3	39.1	39.4	1.94	1.93	1.87
British Columbia <sup>(2)</sup> .....	38.2	37.8	37.8	2.23	2.23	2.15

<sup>(1)</sup> Includes Northwest Territories.

<sup>(2)</sup> Includes Yukon Territory.

NOTE:—Information on hours and earnings by cities is obtainable from Man Hours and Hourly Earnings (Dominion Bureau of Statistics).

# TABLE C-5—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage Earners)

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Mar. 1961	Feb. 1961	Mar. 1960	Mar. 1961	Feb. 1961	Mar. 1960	Mar. 1961	Feb. 1961	Mar. 1960
	no.	no.	no.	\$	\$	\$	\$	\$	\$
<b>Mining</b> .....	<b>41.6</b>	<b>42.1</b>	<b>42.2</b>	<b>2.14</b>	<b>2.13</b>	<b>2.09</b>	<b>89.12</b>	<b>89.46</b>	<b>88.02</b>
Metal mining.....	42.6	42.5	42.3	2.20	2.19	2.16	93.67	93.08	91.30
Gold.....	43.8	42.9	43.3	1.69	1.70	1.65	74.15	72.89	71.33
Other metal.....	42.1	42.3	41.9	2.40	2.39	2.35	101.32	100.97	98.63
Fuels.....	38.2	41.7	41.8	2.03	2.01	1.97	77.56	83.58	82.33
Coal.....	34.3	40.2	40.9	1.73	1.76	1.75	59.28	70.87	71.65
Oil and natural gas.....	42.3	43.3	43.1	2.29	2.27	2.23	95.65	98.23	98.27
Non-metal.....	41.6	40.7	42.4	1.99	1.98	1.90	82.65	80.45	80.45
<b>Manufacturing</b> .....	<b>40.3</b>	<b>40.4</b>	<b>40.5</b>	<b>1.83</b>	<b>1.82</b>	<b>1.78</b>	<b>73.63</b>	<b>73.40</b>	<b>71.94</b>
Durable goods.....	40.4	40.4	40.5	1.99	1.98	1.93	80.14	79.86	78.60
Non-durable goods.....	40.2	40.5	40.3	1.68	1.67	1.62	67.70	67.57	65.38
Food and beverages.....	40.6	40.2	40.2	1.65	1.63	1.60	67.08	65.40	64.08
Meat products.....	41.5	38.9	40.2	1.89	1.86	1.85	78.44	72.19	74.25
Canned and preserved fruits and vegetables.....	38.6	39.0	38.9	1.46	1.49	1.46	56.37	58.09	56.83
Grain mill products.....	41.9	41.5	40.7	1.74	1.73	1.68	72.94	71.96	68.47
Bread and other bakery products.....	42.2	41.5	42.0	1.48	1.46	1.42	62.26	60.61	59.67
Distilled liquors.....	39.7	39.5	38.5	2.09	2.06	2.00	82.79	81.35	77.20
Malt liquors.....	39.3	39.0	38.5	2.35	2.33	2.22	92.31	90.86	85.55
Tobacco and tobacco products.....	38.4	39.5	38.7	1.78	1.66	1.70	68.48	65.64	65.82
Rubber products.....	40.5	40.6	40.5	1.85	1.84	1.83	74.96	74.73	74.00
Leather products.....	40.2	42.0	39.7	1.23	1.22	1.20	49.33	51.29	47.61
Boots and shoes (except rubber).....	40.0	42.2	39.6	1.18	1.17	1.15	47.21	49.45	45.68
Other leather products.....	40.5	41.3	40.0	1.34	1.35	1.30	54.28	55.65	52.08
Textile products (except clothing).....	41.9	41.9	42.2	1.37	1.37	1.33	57.48	57.22	56.09
Cotton yarn and broad woven goods.....	40.2	40.0	40.7	1.40	1.39	1.35	56.23	55.68	54.95
Woolen goods.....	43.1	42.9	42.8	1.28	1.27	1.24	55.08	54.68	53.13
Synthetic textiles and silk.....	43.9	43.6	43.7	1.45	1.45	1.41	63.91	63.08	61.60
Clothing (textile and fur).....	38.4	39.1	38.6	1.18	1.18	1.14	45.37	46.08	44.04
Men's clothing.....	38.6	38.8	38.5	1.19	1.19	1.15	45.80	45.98	44.20
Women's clothing.....	37.1	38.2	36.9	1.26	1.26	1.22	46.62	48.08	45.05
Knit goods.....	39.9	41.0	40.8	1.09	1.09	1.06	43.65	44.66	43.34
*Wood products.....	40.7	40.8	40.9	1.62	1.60	1.57	65.81	65.34	64.08
Saw and planing mills.....	40.4	40.3	40.3	1.73	1.71	1.68	70.01	68.95	67.51
Furniture.....	40.9	41.5	41.9	1.46	1.46	1.42	59.82	60.46	59.59
Other wood products.....	41.9	42.6	42.2	1.35	1.34	1.32	56.47	56.77	55.62
Paper products.....	40.7	41.2	40.9	2.15	2.15	2.04	87.52	88.82	83.49
Pulp and paper mills.....	40.8	41.4	41.2	2.32	2.33	2.19	94.88	96.35	89.98
Other paper products.....	40.5	40.8	40.3	1.67	1.63	1.67	67.82	68.25	65.75
Printing, publishing and allied industries.....	39.0	38.7	39.6	2.21	2.20	2.17	80.24	85.05	85.88
*Iron and steel products.....	40.3	40.2	40.7	2.12	2.12	2.06	85.06	85.27	83.95
Agricultural implements.....	39.8	39.9	39.9	2.16	2.16	2.07	86.88	86.34	82.37
Fabricated and structural steel.....	40.4	40.8	40.4	2.07	2.07	2.03	83.57	84.42	82.15
Hardware and tools.....	41.8	41.5	41.9	1.77	1.78	1.77	73.73	73.85	74.06
Heating and cooking appliances.....	40.1	39.8	40.3	1.80	1.80	1.77	72.22	71.60	71.13
Iron castings.....	39.8	40.2	40.5	2.00	2.00	1.97	79.70	80.38	79.73
Machinery, industrial.....	41.0	41.1	41.7	1.98	1.98	1.91	81.34	81.22	79.79
Primary iron and steel.....	39.7	39.5	40.2	2.53	2.54	2.40	100.55	100.25	96.67
Sheet metal products.....	40.5	40.0	40.4	2.09	2.07	2.02	84.43	82.85	81.56
Wire and wire products.....	41.1	40.6	41.4	2.06	2.05	2.03	84.68	83.20	84.07
*Transportation equipment.....	40.0	40.2	40.7	2.10	2.09	2.04	83.85	84.01	82.84
Aircraft and parts.....	42.5	42.1	42.8	2.11	2.11	2.02	89.67	88.79	86.35
Motor vehicles.....	39.8	39.3	40.1	2.30	2.29	2.23	91.53	89.98	89.60
Motor vehicle parts and accessories.....	39.7	40.0	40.7	2.08	2.09	2.02	82.54	83.53	82.32
Railroad and rolling stock equipment.....	39.3	39.7	39.3	1.95	1.96	1.94	76.79	78.04	76.48
Shipbuilding and repairing.....	37.9	39.3	40.7	2.03	2.00	1.96	77.12	78.56	79.74
*Non-ferrous metal products.....	40.5	40.6	40.5	2.12	2.11	2.05	86.06	85.73	82.92
Aluminum products.....	41.5	41.3	41.4	1.92	1.86	1.80	79.62	76.92	74.75
Brass and copper products.....	40.3	40.1	40.1	1.88	1.99	1.93	79.55	80.02	77.61
Smelting and refining.....	40.3	40.4	40.3	2.34	2.34	2.26	94.38	94.46	90.81
*Electrical apparatus and supplies.....	40.1	40.1	40.4	1.87	1.87	1.81	75.08	75.01	74.27
Heavy electrical machinery and equipment.....	39.3	39.8	40.1	2.06	2.06	2.03	83.19	81.87	81.50
Telecommunication equipment.....	39.9	40.2	40.3	1.76	1.75	1.64	70.13	70.51	68.26
Refrigerators, vacuum cleaners and appliances.....	39.2	39.1	40.1	1.91	1.93	1.88	74.74	75.27	75.52
Wire and cable.....	40.5	41.0	41.2	2.04	2.03	2.02	82.79	83.34	82.96
Miscellaneous electrical products.....	40.3	40.3	40.8	1.76	1.76	1.75	70.96	70.84	71.54
*Non-metallic mineral products.....	41.2	40.7	41.9	1.87	1.87	1.78	77.16	75.90	74.48
Clay products.....	41.5	40.5	41.6	1.68	1.68	1.67	69.83	68.13	69.68
Glass and glass products.....	40.7	40.3	41.5	1.87	1.85	1.75	70.16	74.69	72.63
Products of petroleum and coal.....	41.0	41.1	40.9	2.55	2.54	2.49	104.72	104.39	101.82
Chemical products.....	40.8	40.6	40.7	2.03	2.02	1.94	82.73	81.76	78.97
Medicinal and pharmaceutical preparations.....	40.0	40.2	40.2	1.56	1.54	1.49	62.35	62.07	59.83
Acids, alkalis and salts.....	40.8	40.7	40.6	2.33	2.32	2.24	95.15	94.54	90.86
Miscellaneous manufacturing industries.....	41.5	41.9	41.7	1.51	1.51	1.46	62.69	63.14	60.74
<b>Construction</b> .....	<b>38.7</b>	<b>40.1</b>	<b>39.8</b>	<b>2.03</b>	<b>2.03</b>	<b>1.97</b>	<b>78.67</b>	<b>81.26</b>	<b>78.28</b>
Building and general engineering.....	38.6	39.8	40.0	2.20	2.20	2.12	81.97	87.61	84.75
Highways, bridges and streets.....	38.8	40.6	39.4	1.72	1.72	1.67	66.96	69.76	65.82
Electric and motor transportation.....	43.0	42.8	43.4	1.89	1.89	1.82	81.34	80.83	78.79
<b>Service</b> .....	<b>38.9</b>	<b>39.0</b>	<b>38.9</b>	<b>1.07</b>	<b>1.07</b>	<b>1.03</b>	<b>41.45</b>	<b>41.70</b>	<b>39.90</b>
Hotels and restaurants.....	38.7	39.3	38.8	1.04	1.05	1.01	40.20	41.16	39.02
Laundries and dry cleaning plants.....	40.6	39.0	39.9	1.03	1.02	0.98	41.75	39.85	39.16

\*Durable manufactured goods industries.



**TABLE C-6—EARNINGS AND HOURS OF HOURLY-RATED  
WAGE EARNERS IN MANUFACTURING**

Source: Man-Hours and Hourly Earnings, D.B.S.

Period	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1949 = 100)	
				Current Dollars	1959 Dollars
	No.	\$	\$	No.	
Monthly Average 1955.....	41.0	1.45	59.45	142.4	122.4
Monthly Average 1956.....	41.0	1.52	62.40	149.5	126.3
Monthly Average 1957.....	40.4	1.61	64.96	155.6	127.4
Monthly Average 1958.....	40.2	1.66	66.77	160.0	127.7
Monthly Average 1959.....	40.7	1.72	70.16	169.1	132.8
Last Pay Period in:					
1960 April.....	40.5	1.79	72.37	173.4	136.1
May.....	40.1	1.79	71.69	171.8	134.6
June.....	40.4	1.79	72.19	173.0	135.6
July.....	40.6	1.77	72.01†	172.5	134.9
August.....	40.5	1.76	71.46	171.2	133.3
September.....	40.9	1.77	72.37	173.4	134.0
October.....	40.6	1.78	72.66	174.1	134.3
November.....	40.6	1.79	72.82	174.5	134.6
December.....	38.7	1.82	70.60	169.1	130.9
1961 January.....	40.1	1.81	72.76	174.3	135.2
February.....	40.4	1.82	73.40	175.9	136.2
March†.....	40.3	1.83	73.64	176.4	136.7
April†.....	40.6	1.84	74.52	178.5	138.4

NOTE: The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*, D.B.S., page ii.

† Revised.

‡ Latest figures subject to revision.

## D—National Employment Service Statistics

Tables D-1 to D-5 are based on two statistical reports of the National Employment Service. These reports serve different operational purposes and, therefore, the data are not necessarily identical.

**TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT**

(Source: National Employment Service, Unemployment Insurance Commission)

Period		Unfilled Vacancies*			Registrations for Employment		
		Male	Female	Total	Male	Female	Total
Date Nearest:							
June	1, 1955.....	21,675	18,451	40,126	205,630	76,273	281,903
June	1, 1956.....	44,157	22,612	66,769	160,642	68,697	229,339
June	1, 1957.....	28,041	19,163	47,204	226,022	80,973	306,995
June	1, 1958.....	15,172	14,677	29,849	444,584	156,584	601,168
June	1, 1959.....	19,758	18,044	37,802	342,605	140,615	483,220
June	1, 1960.....	21,772	17,210	38,982	389,576	152,848	542,424
July	1, 1960.....	17,227	15,875	33,102	258,719	131,936	390,655
August	1, 1960.....	14,673	12,594	27,267	242,582	128,062	370,644
September	1, 1960.....	13,748	14,427	28,175	236,969	117,044	354,013
October	1, 1960.....	12,239	13,766	26,035	228,632	115,358	343,990
November	1, 1960.....	11,944	10,866	22,810	281,484	124,255	405,739
December	1, 1960.....	15,932	10,799	26,731	393,856	144,123	537,979
January	1, 1961.....	9,859	7,996	17,855	570,789	163,893	734,682
February	1, 1961.....	8,866	8,377	17,243	668,766	185,972	854,738
March	1, 1961.....	8,786	9,513	18,299	691,351	186,991	878,342
April	1, 1961.....	9,927	11,387	21,314	683,034	180,982	864,016
May	1, 1961 <sup>(1)</sup> .....	14,098	13,802	27,900	594,904	172,884	767,788
June	1, 1961 <sup>(1)</sup> .....	17,078	17,208	34,286	418,218	151,611	569,829

<sup>(1)</sup> Latest figures subject to revision.

\* Current Vacancies only. Deferred Vacancies are excluded.

**TABLE D-2—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT APRIL 28, 1961<sup>(1)</sup>**

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Industry	Male	Female	Total	Change from	
				March 30, 1961	April 29, 1960
<b>Agriculture, Fishing, Trapping</b> .....	<b>745</b>	<b>183</b>	<b>928</b>	<b>+</b> 308	<b>—</b> 323
<b>Forestry</b> .....	<b>967</b>	<b>4</b>	<b>971</b>	<b>+</b> 909	<b>—</b> 1,142
<b>Mining, Quarrying and Oil Wells</b> .....	<b>715</b>	<b>37</b>	<b>752</b>	<b>+</b> 466	<b>—</b> 540
Metal Mining.....	360	14	374	+	179
Fuels.....	221	13	234	+	176
Non Metal Mining.....	59	3	62	+	57
Quarrying, Clay and Sand Pits.....	9	3	12	—	3
Prospecting.....	66	4	70	+	57
<b>Manufacturing</b> .....	<b>2,871</b>	<b>1,784</b>	<b>4,655</b>	<b>+</b> 930	<b>—</b> 630
Foods and Beverages.....	233	273	506	+	202
Tobacco and Tobacco Products.....	2	2	4	—	3
Rubber Products.....	19	5	24	+	9
Leather Products.....	66	101	167	—	12
Textile Products (except clothing).....	91	90	181	+	29
Clothing (textile and fur).....	114	581	695	+	59
Wood Products.....	266	66	332	+	86
Paper Products.....	168	57	225	+	86
Printing, Publishing and Allied Industries.....	114	91	205	+	29
Iron and Steel Products.....	510	104	614	+	132
Transportation Equipment.....	419	54	473	+	138
Non Ferrous Metal Products.....	97	38	135	+	28
Electrical Apparatus and Supplies.....	223	96	319	+	15
Non Metallic Mineral Products.....	169	32	201	+	67
Products of Petroleum and Coal.....	20	7	27	+	9
Chemical Products.....	239	86	325	+	50
Miscellaneous Manufacturing Industries.....	121	102	223	+	6
<b>Construction</b> .....	<b>1,026</b>	<b>102</b>	<b>1,128</b>	<b>+</b> 294	<b>—</b> 511
General Contractors.....	680	70	750	+	186
Special Trade Contractors.....	346	32	378	+	108
<b>Transportation, Storage and Communication</b> .....	<b>1,218</b>	<b>318</b>	<b>1,536</b>	<b>+</b> 220	<b>—</b> 338
Transportation.....	1,080	202	1,282	+	167
Storage.....	21	11	32	+	12
Communication.....	167	105	272	+	41
<b>Public Utility Operation</b> .....	<b>117</b>	<b>52</b>	<b>169</b>	<b>+</b> 96	<b>+</b> 17
<b>Trade</b> .....	<b>2,084</b>	<b>1,905</b>	<b>3,989</b>	<b>+</b> 663	<b>—</b> 756
Wholesale.....	667	418	1,085	+	82
Retail.....	1,417	1,487	2,904	+	581
<b>Finance, Insurance and Real Estate</b> .....	<b>660</b>	<b>689</b>	<b>1,349</b>	<b>+</b> 163	<b>—</b> 47
<b>Service</b> .....	<b>4,299</b>	<b>9,052</b>	<b>13,351</b>	<b>+</b> 3,442	<b>—</b> 98
Community or Public Service.....	591	2,099	2,690	+	496
Government Service.....	2,454	767	3,221	+	1,070
Recreation Service.....	88	124	212	+	66
Business Service.....	465	399	864	+	213
Personal Service.....	701	5,663	6,364	+	1,597
<b>GRAND TOTAL</b> .....	<b>14,702</b>	<b>14,126</b>	<b>28,828</b>	<b>+</b> 7,491	<b>—</b> 4,368

<sup>(1)</sup> Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.



**TABLE D-3—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT BY OCCUPATION AND BY SEX AS AT APRIL 28, 1961<sup>(1)</sup>**

(Source: National Employment Service. Unemployment Insurance Commission)

Occupational Group	Unfilled Vacancies <sup>(2)</sup>			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers.....	1,957	1,490	3,447	9,659	2,145	11,804
Clerical Workers.....	1,292	3,502	4,794	22,555	56,163	78,718
Sales Workers.....	1,497	887	2,384	9,973	21,764	31,737
Personal and Domestic Service Workers.	985	6,337	7,322	46,783	31,242	78,025
Seamen.....	12	.....	12	2,957	75	3,032
Agriculture, Fishing, Forestry (Ex. log)..	861	43	904	6,426	784	7,210
Skilled and Semi-Skilled Workers.....	4,698	1,019	5,717	297,305	26,855	324,160
Food and kindred products (incl. tobacco).....	45	10	55	2,315	931	3,246
Textiles, clothing, etc.....	125	679	804	4,340	16,124	20,464
Lumber and lumber products.....	1,003	3	1,006	50,675	165	50,838
Pulp, paper (incl. printing).....	48	15	63	1,752	744	2,496
Leather and leather products.....	40	61	101	1,609	1,596	3,205
Stone, clay and glass products.....	17	.....	17	866	56	922
Metalworking.....	526	15	541	24,453	1,228	25,681
Electrical.....	120	23	143	5,462	1,525	6,987
Transportation equipment.....	1	.....	1	1,042	41	1,083
Mining.....	154	.....	154	3,916	.....	3,916
Construction.....	595	.....	595	79,146	13	79,159
Transportation (except seamen).....	463	11	474	58,273	182	58,455
Communications and public utility....	28	.....	28	1,874	4	1,878
Trade and service.....	207	159	366	7,832	2,534	10,366
Other skilled and semi-skilled.....	1,138	23	1,161	36,840	1,322	38,162
Foremen.....	90	20	110	6,765	378	7,143
Apprentices.....	98	.....	98	10,147	12	10,159
Unskilled Workers.....	2,796	524	3,320	199,246	33,856	233,102
Food and tobacco.....	29	169	198	7,846	10,397	18,243
Lumber and lumber products.....	97	11	108	27,066	511	27,577
Metalworking.....	100	14	114	8,775	860	9,635
Construction.....	1,510	.....	1,510	102,937	1	102,938
Other unskilled workers.....	1,060	330	1,390	52,622	22,087	74,709
<b>GRAND TOTAL.....</b>	<b>14,098</b>	<b>13,802</b>	<b>27,900</b>	<b>594,904</b>	<b>172,884</b>	<b>767,788</b>

<sup>(1)</sup> Preliminary—subject to revision.

<sup>(2)</sup> Current vacancies only. Deferred vacancies are excluded.

**TABLE D-4—UNFILLED VACANCIES AND REGISTRATIONS AT APRIL 28, 1961**

(Source: National Employment Service, Unemployment Insurance Commission)

Office	Unfilled Vacancies <sup>(2)</sup>			Registrations		
	(1) April 28, 1961	Previous Month March 30, 1961	Previous Year April 28, 1960	(1) April 28, 1961	Previous Month March 30, 1961	Previous Year April 28, 1960
<b>Newfoundland</b> .....	<b>422</b>	<b>263</b>	<b>277</b>	<b>28,287</b>	<b>31,235</b>	<b>26,946</b>
Corner Brook.....	39	22	37	6,166	6,297	5,820
Grand Falls.....	1	6	18	3,360	3,584	3,182
St. John's.....	382	235	222	18,761	21,414	17,944
<b>Prince Edward Island</b> .....	<b>86</b>	<b>99</b>	<b>435</b>	<b>5,195</b>	<b>5,828</b>	<b>5,180</b>
Charlottetown.....	31	34	120	3,125	3,642	3,206
Summerside.....	55	65	315	2,070	2,186	1,974
<b>Nova Scotia</b> .....	<b>933</b>	<b>736</b>	<b>826</b>	<b>37,617</b>	<b>41,729</b>	<b>33,324</b>
Amherst.....	37	42	30	1,378	1,567	1,476
Bridgewater.....	17	21	42	2,225	2,766	2,118
Halifax.....	498	452	402	7,030	7,007	7,108
Inverness.....	.....	.....	.....	1,291	1,414	1,408
Kentville.....	128	92	184	3,940	4,585	3,706
Liverpool.....	7	16	17	896	1,082	890
New Glasgow.....	90	30	64	4,726	5,344	4,247
Springhill.....	1	2	.....	1,468	1,449	1,391
Sydney.....	14	19	37	7,002	8,357	5,562
Sydney Mines.....	22	13	.....	2,163	2,030	.....
Truro.....	81	30	20	2,647	2,497	2,296
Yarmouth.....	38	19	30	2,851	3,631	3,122
<b>New Brunswick</b> .....	<b>1,105</b>	<b>487</b>	<b>1,453</b>	<b>39,795</b>	<b>41,740</b>	<b>37,869</b>
Bathurst.....	21	18	13	5,669	6,929	5,322
Campbellton.....	10	26	30	3,555	3,937	3,514
Edmundston.....	175	19	287	3,557	3,692	3,167
Fredericton.....	93	78	169	3,241	3,229	3,187
Minto.....	24	32	47	707	709	1,019
Moncton.....	208	143	332	8,532	9,994	8,620
Newcastle.....	226	16	16	3,977	4,045	3,868
Saint John.....	131	138	164	4,695	3,566	3,763
St. Stephen.....	94	10	13	2,236	1,800	1,844
Sussex.....	5	4	25	973	1,015	930
Woodstock.....	118	3	214	2,653	2,824	2,635
<b>Quebec</b> .....	<b>5,879</b>	<b>4,812</b>	<b>6,419</b>	<b>246,018</b>	<b>250,491</b>	<b>256,181</b>
Alma.....	12	10	41	3,142	3,543	3,202
Asbestos.....	3	10	6	929	1,096	992
Baie Comeau.....	11	2	78	1,420	1,412	1,272
Beauharnois.....	16	15	24	1,666	1,930	1,543
Buckingham.....	12	16	104	1,861	2,096	1,809
Causapscal.....	27	24	419	3,569	3,880	3,937
Chandler.....	8	9	3	2,233	2,742	2,513
Chicoutimi.....	151	117	73	3,420	3,710	2,966
Cowansville.....	15	18	72	583	659	609
Dolbeau.....	52	12	7	3,196	3,230	3,338
Drummondville.....	44	31	28	2,583	2,910	2,909
Farnham.....	117	16	193	961	1,099	913
Forestville.....	4	2	3	1,756	1,917	2,030
Gaspé.....	8	5	48	2,425	2,581	2,517
Granby.....	36	16	16	2,670	3,105	2,029
Hull.....	64	62	84	4,900	6,380	5,424
Joliette.....	136	78	59	5,140	5,919	5,762
Jonquière.....	61	46	61	3,487	3,619	3,154
Lachute.....	29	23	15	1,020	1,277	1,174
La Malbaie.....	11	8	68	2,963	3,530	2,910
La Tuque.....	43	2	20	1,599	1,688	1,376
Lévis.....	36	26	33	5,127	6,040	5,672
Louiseville.....	22	31	23	1,620	1,920	1,925
Magog.....	3	1	11	715	915	692
Maniwaki.....	17	9	153	2,116	2,282	1,951
Matane.....	88	27	19	4,621	5,103	4,861
Mégantic.....	1	2	3	1,989	2,221	2,081
Mont-Laurier.....	24	166	14	1,915	2,255	1,862
Montmagny.....	11	8	10	3,159	3,540	3,016
Montreal.....	2,555	2,105	2,436	76,108	88,063	78,327
New Richmond.....	35	7	28	2,649	3,007	2,739
Port Alfred.....	24	444	10	1,521	2,153	1,435
Quebec.....	543	402	738	16,310	18,394	17,203
Rimouski.....	69	63	96	5,980	6,552	5,981
Rivière du Loup.....	96	16	27	7,845	8,658	8,060
Roberval.....	20	54	83	2,580	2,708	2,771
Rouyn.....	120	68	34	5,395	5,210	5,953
Ste. Agathe.....	25	17	33	1,970	2,100	2,001
Ste. Anne de Bellevue.....	118	105	63	1,381	1,610	1,427
Ste. Thérèse.....	57	25	34	2,698	3,209	3,019
St. Hyacinthe.....	49	26	115	2,881	3,368	3,239
St. Jean.....	55	49	55	2,543	2,891	3,241
St. Jérôme.....	39	19	40	2,400	2,648	2,799
Sept-Îles.....	95	68	273	3,727	3,965	2,991
Shawinigan.....	146	62	43	6,273	7,000	6,037
Sherbrooke.....	178	159	212	5,811	7,439	6,437
Sorel.....	57	57	67	2,390	2,960	3,363
Thetford Mines.....	87	28	34	2,330	3,063	2,594
Trois-Rivières.....	127	93	187	6,437	7,549	6,524

**TABLE D-4—UNFILLED VACANCIES AND REGISTRATIONS AT APRIL 28, 1961**

(Source: National Employment Service, Unemployment Insurance Commission)

Office	Unfilled Vacancies <sup>(2)</sup>			Registrations		
	(1) April 28, 1961	Previous Month March 30, 1961	Previous Year April 28, 1960	(1) April 28, 1961	Previous Month March 30, 1961	Previous Year April 28, 1960
<b>Quebec—Cont'd.</b>						
Val d'Or.....	36	21	19	3,594	3,454	3,895
Valleyfield.....	46	8	23	2,926	3,393	3,017
Victoriaville.....	56	33	38	2,768	3,266	3,182
Ville St. Georges.....	184	91	43	4,716	5,232	5,407
<b>Ontario.....</b>	<b>10,276</b>	<b>8,246</b>	<b>10,202</b>	<b>236,781</b>	<b>265,830</b>	<b>229,781</b>
Amprior.....	55	56	27	464	586	523
Barrie.....	55	20	43	1,651	1,925	1,772
Belleville.....	117	74	138	2,566	2,892	2,543
Bracebridge.....	87	34	104	1,800	2,114	1,858
Brampton.....	48	28	29	1,806	2,057	2,053
Brantford.....	75	51	125	3,114	3,574	3,359
Brockville.....	47	40	34	851	991	805
Carleton Place.....	26	18	4	456	501	470
Chatnam.....	102	90	61	3,008	3,401	2,933
Cobourg.....	47	45	40	1,114	1,241	946
Collingwood.....	7	10	11	1,052	1,196	987
Cornwall.....	95	68	239	4,040	4,327	4,422
Elliot Lake.....	48	19	53	560	563	495
Fort Erie.....	8	4	29	666	990	627
Fort Frances.....	52	19	101	1,045	1,174	957
Fort William.....	174	52	191	3,403	4,305	3,342
Galt.....	77	51	81	2,158	2,474	1,494
Gananoque.....	16	11	61	386	520	429
Goderich.....	27	22	12	669	915	701
Guelph.....	28	21	54	2,585	2,854	2,300
Hamilton.....	854	712	871	18,414	20,512	15,722
Hawkesbury.....	18	15	25	1,093	1,710	1,103
Kapuskasing.....	33	29	9	2,687	1,956	2,203
Kenora.....	61	16	74	1,271	1,604	1,214
Kingston.....	86	84	137	2,349	2,674	2,545
Kirkland Lake.....	63	38	75	2,355	2,251	2,115
Kitchener.....	132	117	130	4,145	4,592	3,213
Leamington.....	29	33	22	1,699	2,076	1,416
Lindsay.....	15	9	24	877	1,011	841
Listowel.....	23	24	27	530	670	574
London.....	555	505	595	5,817	6,708	6,206
Long Branch.....	238	146	174	4,609	5,377	4,973
Midland.....	13	15	16	1,129	1,589	1,103
Napanee.....	6	5	6	748	987	856
Newmarket.....	37	31	44	1,931	2,122	2,106
Niagara Falls.....	43	49	83	3,262	3,757	2,643
North Bay.....	71	46	70	3,055	3,310	2,823
Oakville.....	132	94	86	1,075	1,317	1,073
Orillia.....	21	32	28	1,447	1,674	1,263
Oshawa.....	100	52	99	5,176	5,628	4,819
Ottawa.....	962	858	811	8,132	9,469	8,109
Owen Sound.....	42	36	55	2,022	2,778	2,138
Parry Sound.....	9	.....	2	689	913	749
Pembroke.....	112	57	11	2,044	2,875	2,689
Perth.....	25	29	38	743	842	855
Peterborough.....	74	43	126	4,855	5,497	4,387
Pictou.....	11	13	4	410	645	556
Port Arthur.....	443	280	437	6,070	6,735	5,927
Port Colborne.....	22	18	13	957	1,153	1,189
Prescott.....	42	43	45	1,040	1,320	1,197
Renfrew.....	14	11	13	671	805	700
St. Catharines.....	220	340	182	5,073	5,964	4,845
St. Thomas.....	43	33	51	1,544	1,609	1,474
Sarnia.....	135	83	111	3,060	3,529	2,819
Sault Ste. Marie.....	149	159	192	3,994	4,552	3,069
Simcoe.....	48	101	102	1,929	1,962	1,810
Sioux Lookout.....	7	1	17	497	477	416
Smiths Falls.....	4	7	68	666	775	545
Straford.....	67	51	43	1,116	1,341	1,237
Surgeon Falls.....	16	6	19	1,147	1,438	1,536
Sudbury.....	338	175	283	6,183	6,333	5,890
Tilsonburg.....	49	37	24	900	1,031	909
Timmins.....	126	43	153	3,705	3,607	3,649
Toronto.....	2,752	2,211	2,652	58,567	64,487	59,997
Trenton.....	83	65	55	994	1,198	1,155
Walkerton.....	72	52	77	1,044	1,413	958
Wallaceburg.....	17	17	5	1,108	1,225	1,015
Welland.....	169	160	75	2,565	2,808	2,170
Weston.....	256	268	140	4,707	5,264	4,794
Windsor.....	198	234	206	10,998	11,879	9,693
Woodstock.....	50	30	60	1,688	1,781	1,468
<b>Manitoba.....</b>	<b>3,063</b>	<b>1,668</b>	<b>2,684</b>	<b>32,500</b>	<b>36,050</b>	<b>30,543</b>
Brandon.....	236	184	352	2,913	3,398	2,812
Dauphin.....	56	70	54	2,078	2,619	2,231
Flin Flon.....	25	17	36	277	317	321
Portage la Prairie.....	45	36	88	1,428	1,784	1,431
The Pas.....	108	73	193	496	524	506
Winnipeg.....	2,593	1,288	1,961	25,308	27,408	23,242



**TABLE D-4—UNFILLED VACANCIES AND REGISTRATIONS AT APRIL 28, 1961**

(Source: National Employment Service, Unemployment Insurance Commission)

Office	Unfilled Vacancies <sup>(2)</sup>			Registrations		
	(1) April 28, 1961	Previous Month March 30, 1961	Previous Year April 28, 1960	(1) April 28, 1961	Previous Month March 30, 1961	Previous Year April 28, 1960
<b>Saskatchewan</b> .....	<b>1,263</b>	<b>1,063</b>	<b>1,390</b>	<b>22,796</b>	<b>28,267</b>	<b>23,313</b>
Estevan.....	45	36	69	537	756	647
Lloydminster.....	55	36	72	681	788	651
Moose Jaw.....	58	93	221	1,712	2,227	1,714
North Battleford.....	42	61	53	1,541	1,900	1,498
Prince Albert.....	166	202	115	2,860	3,174	3,044
Regina.....	298	215	301	5,325	6,667	5,425
Saskatoon.....	374	256	307	5,400	6,627	5,290
Swift Current.....	59	51	85	823	1,366	853
Weyburn.....	29	15	30	592	831	582
Yorkton.....	137	98	137	3,325	3,931	3,609
<b>Alberta</b> .....	<b>2,560</b>	<b>2,201</b>	<b>4,194</b>	<b>41,853</b>	<b>46,160</b>	<b>41,190</b>
Blairmore.....	20	61	2	841	853	696
Calgary.....	750	502	1,063	11,816	12,980	11,279
Drumheller.....	117	130	24	788	880	823
Edmonton.....	1,057	955	2,612	19,699	21,116	20,577
Edson.....	49	53	35	828	944	916
Grande Prairie.....	87	77	41	1,753	1,680	1,379
Lethbridge.....	175	101	128	2,767	3,645	2,560
Medicine Hat.....	91	103	119	1,259	1,728	1,042
Red Deer.....	214	219	140	2,102	2,329	1,918
<b>British Columbia</b> .....	<b>2,313</b>	<b>1,739</b>	<b>2,490</b>	<b>76,946</b>	<b>86,626</b>	<b>72,105</b>
Chilliwack.....	69	55	78	1,834	2,398	1,620
Courtenay.....	31	19	18	1,086	1,437	990
Cranbrook.....	29	37	44	1,531	1,807	1,635
Dawson Creek.....	57	13	15	1,747	1,520	1,423
Duncan.....	27	16	38	708	927	754
Kamloops.....	39	54	5	1,490	1,843	1,615
Kelowna.....	22	23	19	1,510	1,985	1,529
Kitimat.....	2	3	105	234	296	252
Mission City.....	46	46	27	1,194	1,567	1,303
Nanaimo.....	74	12	27	1,224	1,566	1,061
Nelson.....	17	21	28	1,220	1,510	1,151
New Westminster.....	266	183	242	10,204	11,832	9,198
Penticton.....	28	31	10	1,881	2,226	1,497
Port Alberni.....	47	49	23	790	981	731
Prince George.....	69	43	44	3,896	3,197	3,739
Prince Rupert.....	34	24	11	2,051	1,954	1,730
Princeton.....	51	29	20	650	732	452
Quesnel.....	41	26	36	2,061	1,970	2,029
Trail.....	38	44	124	1,206	1,363	1,196
Vancouver.....	974	787	1,098	32,420	36,293	30,559
Vernon.....	31	27	61	2,286	3,050	2,483
Victoria.....	161	133	156	4,842	5,394	4,622
Whitehorse.....	160	64	261	881	778	536
<b>Canada</b> .....	<b>27,900</b>	<b>21,314</b>	<b>30,400</b>	<b>767,788</b>	<b>864,016</b>	<b>756,432</b>
Males.....	14,098	9,927	15,913	594,904	683,034	581,558
Females.....	13,802	11,387	14,487	172,884	180,982	174,874

(1) Preliminary subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

**TABLE D-5—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES, 1956-1961**

(Source: National Employment Service, Unemployment Insurance Commission)

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1956.....	1,046,979	748,464	298,515	68,522	252,783	379,085	210,189	136,400
1957.....	877,704	586,780	290,924	59,412	215,335	309,077	185,962	107,918
1958.....	840,129	548,663	291,466	56,385	198,386	287,112	181,772	116,474
1959.....	986,073	661,872	324,201	70,352	230,431	336,527	211,951	127,812
1960.....	958,300	641,872	316,428	86,848	252,019	302,048	198,474	118,911
1960 (4 months).....	238,101	157,635	80,466	21,406	63,597	81,405	48,032	23,661
1961 (4 months).....	253,311	167,765	85,546	22,217	74,205	82,171	52,368	22,350

## E—Unemployment Insurance

**TABLE E-1—BENEFICIARIES AND BENEFIT PAYMENTS BY PROVINCE, APRIL 1961**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Number of Beneficiaries Per Week (in thousands)	Weeks Paid	Amount of Benefit Paid \$
Newfoundland.....	37.6	143,066	3,503,835
Prince Edward Island.....	6.2	23,514	519,910
Nova Scotia.....	39.1	148,456	3,354,173
New Brunswick.....	39.8	151,407	3,422,306
Quebec.....	230.3	875,214	21,082,701
Ontario.....	203.1	771,878	18,416,372
Manitoba.....	30.5	115,932	2,813,566
Saskatchewan.....	20.9	79,569	1,913,302
Alberta.....	34.9	132,445	3,264,754
British Columbia.....	65.8	249,850	6,249,284
Total, Canada, April 1961.....	708.2	2,691,331	64,540,203
Total, Canada, March 1961.....	807.1	3,551,350	85,187,924
Total, Canada, April 1960.....	732.9	2,758,064	61,767,881

**TABLE E-2—CLAIMANTS CURRENTLY REPORTING TO LOCAL OFFICES BY  
NUMBER OF WEEKS ON CLAIM, PROVINCE AND SEX, AND PERCENTAGE  
POSTAL, APRIL 1961**

(Counted on last working day of the month)

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Total Claimants	Number of weeks on claim							Percent- age Postal	April 29, 1960 Total claimants
		2 or Less	3-4	5-8	9-12	13-16	17-20	Over 20		
Canada.....	713,147	106,630	51,530	93,601	89,335	99,877	102,055	170,119	39.5	714,894
Male.....	556,963	81,629	41,265	74,853	71,324	79,262	85,599	123,031	43.7	555,885
Female.....	156,184	25,001	10,265	18,748	18,011	20,615	16,456	47,088	24.4	159,009
Newfoundland.....	30,423	1,802	1,168	3,038	3,902	4,916	7,511	7,996	79.0	28,991
Male.....	28,490	1,599	1,084	2,863	3,766	4,588	7,304	7,286	80.9	27,345
Female.....	1,933	203	84	175	226	328	207	710	49.9	1,646
Prince Edward Island.....	5,059	390	178	363	470	813	1,519	1,326	72.9	4,975
Male.....	4,230	329	148	289	417	696	1,323	1,028	76.0	4,222
Female.....	829	61	30	74	53	117	196	298	56.8	753
Nova Scotia.....	38,539	5,888	2,475	3,485	3,907	6,670	6,956	9,158	54.3	39,743
Male.....	33,357	5,326	2,178	2,981	3,300	5,793	6,319	7,460	56.0	34,556
Female.....	5,182	562	297	504	607	877	637	1,698	43.1	5,187
New Brunswick.....	39,218	4,803	2,665	4,590	4,648	6,359	7,128	9,025	67.6	37,428
Male.....	33,788	4,170	2,419	4,054	4,108	5,584	6,477	6,976	69.8	32,003
Female.....	5,430	633	246	536	540	775	651	2,049	53.2	5,425
Quebec.....	228,346	31,728	15,497	31,039	32,295	32,876	32,694	52,217	42.9	244,031
Male.....	183,117	23,024	12,088	25,971	27,889	27,860	28,107	38,178	47.3	196,218
Female.....	45,229	8,704	3,409	5,068	4,406	5,016	4,587	14,039	24.8	47,813
Ontario.....	213,303	36,268	16,049	28,421	23,849	26,376	27,087	55,253	23.8	208,962
Male.....	152,934	26,661	12,184	20,799	16,744	18,726	20,701	37,119	25.7	147,155
Female.....	60,369	9,607	3,865	7,622	7,105	7,650	6,386	18,134	19.0	61,807
Manitoba.....	32,514	4,820	2,750	5,188	5,382	5,255	4,314	4,805	34.6	29,612
Male.....	25,443	3,740	2,184	4,002	4,108	4,113	3,626	3,670	39.6	22,064
Female.....	7,071	1,080	566	1,186	1,274	1,142	688	1,135	16.7	7,548
Saskatchewan.....	20,446	2,672	1,408	2,523	2,592	3,427	3,877	4,447	52.9	20,167
Male.....	16,188	2,140	1,156	1,993	2,028	2,611	2,869	3,391	57.3	16,042
Female.....	4,258	532	252	530	564	816	1,008	1,056	35.9	4,125
Alberta.....	37,687	6,891	3,640	5,984	5,359	5,487	4,128	6,198	36.5	36,544
Male.....	30,061	5,657	3,072	4,906	4,219	4,252	3,412	4,543	39.3	29,172
Female.....	7,626	1,234	568	1,078	1,140	1,235	716	1,655	24.8	7,372
British Columbia.....	67,612	11,368	5,700	8,970	6,841	7,698	7,341	19,694	32.6	64,441
Male.....	49,355	8,983	4,752	6,995	4,745	5,039	5,461	13,380	36.0	47,108
Female.....	18,257	2,385	948	1,975	2,096	2,659	1,880	6,314	23.3	17,333

**TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE,  
APRIL, 1961**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed off†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	6,185	5,225	960	6,444	5,562	882	1,843
Prince Edward Island.....	1,233	1,034	199	1,270	1,132	138	216
Nova Scotia.....	13,819	8,367	5,452	15,148	13,672	1,476	2,736
New Brunswick.....	11,344	8,161	3,183	12,492	11,363	1,129	2,114
Quebec.....	62,843	44,234	18,609	70,653	62,321	8,332	15,425
Ontario.....	67,670	44,598	23,072	74,530	64,973	9,557	13,856
Manitoba.....	8,033	5,921	2,112	9,289	7,914	1,375	1,288
Saskatchewan.....	5,553	4,441	1,112	6,115	5,240	875	1,133
Alberta.....	12,087	8,573	3,514	15,096	12,936	2,160	2,115
British Columbia.....	20,784	13,560	7,224	23,751	20,357	3,394	4,169
Total, Canada, April 1961..	209,551	144,114	65,437	234,788	205,470	29,318	44,895
Total, Canada, March 1961	259,399	182,980	76,419	252,245	224,150	28,095	70,132
Total, Canada, April 1960..	214,623	149,886	64,737	232,894	204,557	28,337	54,269

\* In addition, revised claims received numbered 42,461.

† In addition, 43,515 revised claims were disposed of. Of these, 5,164 were special requests not granted and 1,350 were appeals by claimants. There were 10,793 revised claims pending at the end of the month.

**TABLE E-4—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOY-  
MENT INSURANCE ACT**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

End of:	Total	Employed	Claimants
1961—March.....	4,226,000	3,388,000	838,000
February.....	4,273,000	3,400,200	872,800
January.....	4,270,000	3,423,100	846,900
1960—December.....	4,268,000	3,533,900	754,100
November.....	4,151,000	3,065,800	485,200
October.....	4,042,000	3,711,800	330,200
September.....	4,037,000	3,757,500	279,500
August.....	4,040,000	3,759,800	280,200
July.....	4,024,000	3,729,900	294,100
June.....	4,048,000	3,751,600	296,400
May.....	3,988,000	3,623,700	364,300
April.....	4,222,000	3,507,100	714,900
March.....	4,307,000	3,484,000	823,000



**TABLE E-5—UNEMPLOYMENT INSURANCE FUND**  
**STATEMENT OF REVENUE AND EXPENDITURE FOR THE PERIOD JULY 1, 1941 TO MARCH 31, 1961**

Source: Unemployment Insurance Commission

Fiscal Year ended March 31	REVENUE					EXPENDITURE				BALANCE	
	Contributions (Gross less refunds)		Fines and Penalties	Interest on Investments	Profit or Loss on Sale of Securities	Less Interest Paid on Loans	Total Net Revenue	Benefit Payments		Total	BALANCE Fund
	Employer and Employee	Government						Ordinary	Supplementary and Seasonal		
To 1951.....	\$ cts.	\$ cts.	\$ cts.	\$ cts.	\$ cts.	\$ cts.	\$ cts.	\$ cts.	\$ cts.	\$ cts.	\$ cts.
1952.....	773,530,580 72	154,633,635 01	76,106 49	77,038,812 58	P. 581,831 13	.....	1,065,913,415 93	385,401,495 46	5,929,183 68	341,330,679 14	664,580,376 79
1953.....	153,887,888 45	39,805,704 77	33,344 00	10,075,691 98	L. 20,188 00	.....	203,773,414 91	198,534,677 78	4,564,788 92	90,151,436 60	773,199,351 43
1954.....	155,181,595 03	31,036,839 18	36,085 94	22,972,862 82	L. 22,125 38	.....	216,540,182 11	171,619,903 03	7,008,266 37	133,822,441 36	851,585,164 66
1955.....	158,673,276 19	31,735,867 91	36,833 77	25,914,857 03	P. 179,417 21	.....	217,046,829 65	232,757,808 10	12,511,000 40	186,851,513 43	881,274,133 34
1956.....	158,860,309 41	31,771,453 88	36,787 72	26,074,899 09	P. 803,369 55	.....	217,046,829 65	232,757,808 10	24,870,838 10	237,628,646 22	840,692,316 77
1957.....	169,726,970 28	33,915,572 66	*31,070 00	24,909,609 60	P. 95,523 97	.....	228,711,745 61	180,938,084 37	35,167,475 42*	218,505,543 79	1,059,518 59
1958.....	188,001,480 34	37,387,449 77	43,826 63	27,063,498 80	L. 1,024,412 77	.....	251,671,851 77	201,196,103 03	30,090,525 67	238,749,618 00	1,298,268 50
1959.....	192,395,408 61	38,484,149 23	46,085 62	27,957,894 99	L. 4,182,335 04	.....	254,701,803 71	327,907,809 48	57,168,824 02	385,076,330 60	1,481,031 57
1960.....	183,487,041 58	37,097,408 31	47,235 63	21,725,096 30	L. 10,115,171 51	1,516,639 71	234,242,110 31	362,155,761 67	116,475,316 00	478,631,077 67	1,960,124 87
1960.....	228,015,701 05	46,725,140 33	51,775 86	16,854,856 16	L. 8,413,691 50	.....	281,315,142 82	320,969,832 46	94,264,214 92	415,234,067 38	3,053,822,232 95
Total.....	2,364,363,221 33	473,874,228 05	440,341 96	289,588,079 35	L. 22,626,553 24	1,516,639 71	3,103,122,687 74	2,349,420,740 07	387,899,714 72	2,737,230,454 79	3,053,822,232 95
April.....	18,390,701 42	3,687,022 84	3,403 80	1,024,301 39	L. 894,173 50	16,338 80	22,194,917 24	42,002,158 58	19,765,721 08	61,767,880 26	326,319,260 93
May.....	21,541,183 69	3,535,421 96	5,217 99	1,036,665 39	L. 812,280 00	118,613 40	25,187,592 83	37,142,926 82	15,070,425 00	52,213,351 82	299,263,511 04
June.....	21,504,751 39	5,041,274 52	4,824 12	873,639 12	L. 3,631,000 00	91,582 06	28,735,928 09	25,336,518 03	1,505,444 00	26,841,962 03	296,187,477 10
July.....	24,368,688 67	4,908,034 41	4,692 87	830,024 19	L. 280,910 00	.....	29,878,737 04	19,671,657 90	30,049 00	19,702,606 90	306,363,607 24
August.....	24,070,442 48	4,908,744 52	5,241 22	830,024 19	L. 1,393,525 25	.....	28,320,628 14	21,339,150 34	17,410 00	21,356,560 34	313,327,075 04
September.....	22,557,125 39	4,516,700 31	5,238 56	771,056 66	L. 310,137 58	.....	27,335,026 34	21,176,522 61	9,737 00	21,186,260 44	319,476,441 77
October.....	24,513,767 64	4,910,887 96	5,405 09	788,752 90	P. 5,860 00	.....	30,246,976 00	20,645,909 40	5,013 00	20,650,922 40	329,072,495 46
November.....	23,698,427 41	4,742,232 58	5,469 98	763,841 50	P. 5,860 00	.....	28,214,672 56	26,578,547 14	5,062 00	26,583,609 14	331,703,568 88
December.....	23,355,247 92	4,767,176 94	5,325 17	783,970 18	P. 154,223 53	.....	30,488,370 12	51,279,655 53	7,070,312 25	39,765,535 77	320,903,566 85
January.....	24,512,007 26	4,904,463 53	4,889 30	758,669 49	P. 318,510 54	.....	30,488,370 12	51,279,655 53	16,380,531 24	67,660,186 87	323,742,150 10
February.....	22,638,843 31	4,506,106 41	4,736 37	679,854 21	P. 153,652 99	8,493 16	27,514,700 13	50,693,190 08	20,295,733 15	70,988,923 23	240,627,927 20
March.....	24,191,774 80	4,826,445 29	8,409 46	757,004 38	L. 370,563 11	168,219 18	29,244,851 04	58,166,315 86	27,021,610 12	85,187,925 98	184,684,852 66
Sub Total.....	4275,272,961 38	55,054,502 27	62,793 82	9,970,811 57	L. 7,268,567 88	403,246 60	332,608,344 06	406,737,775 91	107,177,948 44	513,905,724 35	184,684,852 66
Total.....	2,639,636,192 71	527,928,820 32	503,135 28	269,567,890 92	L. 29,805,121 12	1,919,886 31	3,435,821,031 80	2,756,148,515 98	494,987,663 16	3,251,136,179 14	184,684,852 66

\* Stamps \$103,375,443.24; Meter \$20,598,005.92; Bulk \$151,099,512.22; Total \$275,272,961.38.

\* Penalties from 1 October 1955.

\*\* Seasonal from 1 January 1956.

## F—Prices

**TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX**

1957 Weighted

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

—	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
1957—Year.....	122.6	118.6	127.3	108.2	133.2	139.9	134.2	109.1
1958—Year.....	125.7	122.9	129.3	109.5	136.6	146.6	142.0	110.1
1959—Year.....	127.2	122.2	131.5	109.7	140.5	151.0	144.4	113.8
1960—Year.....	128.4	122.6	132.9	111.0	141.1	154.8	145.6	115.8
1960—June.....	128.6	122.6	132.9	111.2	141.1	155.4	145.4	115.7
July.....	128.3	122.6	132.9	111.1	139.9	155.4	145.0	115.8
August.....	128.6	123.3	133.1	110.5	140.2	154.9	145.1	115.8
September.....	128.2	122.5	133.2	110.7	138.8	154.9	145.1	115.8
October.....	128.7	123.5	133.3	111.3	138.7	155.7	145.8	115.8
November.....	129.1	123.5	133.3	112.4	141.9	154.7	146.6	115.8
December.....	129.3	124.2	133.3	112.4	141.8	154.9	146.6	115.8
1961—January.....	129.2	124.4	133.2	111.6	141.1	155.0	146.3	115.8
February.....	128.9	124.0	133.1	111.5	141.1	154.6	146.7	115.7
March.....	129.1	124.0	133.2	111.8	141.0	154.4	146.6	115.7
April.....	129.1	123.9	133.2	111.9	141.0	155.3	145.5	115.8
May.....	129.0	123.2	132.9	112.4	141.8	155.3	146.0	115.8
June.....	129.0	123.5	132.9	112.5	141.2	155.0	145.8	115.8

**TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF MAY 1961**

(1949 = 100)

	Total			Food	Shelter	Clothing	Household Operation	Other Commodities and Services
	May 1960	April 1961	May 1961					
① St. John's, Nfld.....	115.9	116.8	116.7	111.2	114.3	110.7	112.1	132.9
Halifax.....	126.8	128.5	128.0	117.3	135.7	123.1	130.7	140.4
Saint John.....	128.6	129.9	129.7	121.7	140.5	120.8	124.6	144.4
Montreal.....	127.2	128.7	127.9	124.4	146.2	107.9	118.2	139.8
Ottawa.....	127.7	129.6	129.0	120.2	149.4	114.7	122.4	140.6
Toronto.....	129.8	130.4	130.2	120.6	152.9	114.7	123.5	140.2
Winnipeg.....	124.8	127.0	126.6	121.8	135.8	116.9	119.5	137.6
Saskatoon—Regina.....	123.4	124.8	124.6	117.7	124.8	124.3	125.9	131.7
Edmonton—Calgary.....	123.3	124.5	124.2	115.8	125.2	120.7	127.5	134.1
Vancouver.....	128.1	129.9	129.1	122.3	137.3	116.6	133.1	137.9

N.B. Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

① St. John's index on the base June 1951 = 100.

## G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts involving six or more workers and lasting at least one working day, and strikes and lockouts lasting less than one day or involving fewer than six workers but exceeding a total of nine man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the unions directly involved in the disputes leading to work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series see page 422, April issue.

**TABLE G-1—STRIKES AND LOCKOUTS, 1956-1961**

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1956.....	221	229	88,680	1,246,000	0.11
1957.....	242	249	91,409	1,634,880	0.14
1958.....	253	262	112,397	2,872,340	0.24
1959.....	203	218	100,127	2,286,900	0.19
*1960.....	272	278	48,812	747,120	0.06
*1960: May.....	22	39	7,191	75,260	0.07
June.....	24	41	7,249	51,240	0.04
July.....	22	37	5,186	39,100	0.03
August.....	32	43	10,856	127,560	0.11
September.....	33	57	13,072	115,280	0.10
October.....	34	59	9,242	92,640	0.09
November.....	28	61	5,889	52,520	0.05
December.....	12	29	1,891	30,160	0.03
*1961: January.....	6	21	2,346	28,140	0.03
February.....	8	18	1,601	20,320	0.02
March.....	21	34	4,426	41,160	0.04
April.....	18	30	6,265	59,240	0.06
May.....	33	50	13,001	111,980	0.10

\*Preliminary.

**TABLE G-2—STRIKES AND LOCKOUTS, MAY 1961, BY INDUSTRY**

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Logging.....			
Fishing.....			
Mining.....	1	560	370
Manufacturing.....	19	3,277	58,320
Construction.....	10	6,773	20,560
Transportation, etc.....	7	430	2,910
Public utilities.....	1	15	60
Trade.....	4	222	1,810
Service.....	8	1,724	27,950
All industries.....	50	13,001	111,980

**TABLE G-3—STRIKES AND LOCKOUTS MAY 1961, BY JURISDICTION**

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....	1	41	700
Prince Edward Island.....	2	1,179	21,160
Nova Scotia.....	3	1,125	20,250
New Brunswick.....	7	3,151	17,640
Quebec.....	31	6,293	49,080
Ontario.....	1	41	100
Manitoba.....			
Saskatchewan.....			
Alberta.....	1	421	1,900
British Columbia.....	4	750	1,150
Federal.....			
All jurisdictions.....	50	13,001	111,980



TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, MAY 1961

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			May	Accu- mulated		
<b>MINING</b> <i>Metal Mining</i> Stanrook Uranium Mines, Quirke Lake, Ont.	Steelworkers Loc. 5662 (AFL-CIO/CLC)	560	370	370	May 8 May 9	Incentive bonus rates~ Return of workers pending further discussions.
<b>MANUFACTURING</b> <i>Paper Products</i> Building Products, Pont-Rouge, Que.	Pulp and Paper Workers' Federation (CNTU)	285	3,990	33,160	Nov. 24 May 17	Wages~6¢ an hr. retro- active to Jan. 2, 1960, 5¢ an hr. on date of signing, 5¢ an hr. one year later.
<i>Transportation Equipment</i> Halifax Shipyards, Halifax & Dartmouth, N.S.	Marine Workers' Federa- tion Locs. 1 and 13(CLC)	1,106	21,010	50,970	Mar. 22 May 29	Wages, fringe benefits~ \$40.00 in lieu of retroactive pay, semi-annual increases of 3¢ an hr. to Dec. 15, 1963; improved fringe bene- fits.
Saint John Shipbuilding & Dry Dock, Saint John, N.B.	Five unions (AFL-CIO/ CLC and CLC)	1,050 (10)	19,950	27,830	Apr. 19 May 29	Wages~3¢ an hour increase immediately, another 3¢ Dec. 1, 1961, and 3¢ June 1, 1962.
<i>Electrical Apparatus and Supplies</i> Trane Company, Toronto, Ont.	U.E. Loc. 512 (Ind.)	223	4,910	6,690	Apr. 19 .....	Wages, hours, fringe bene- fits~
<i>Miscellaneous Manufacturing Industries</i> Sperry Gyroscope Co. of Canada, St. Laurent, Que.	I.U.E. Loc. 514 (AFL- CIO/CLC)	100	2,200	11,840	Sept. 15 .....	Wages~
<b>CONSTRUCTION</b> Insulation Contractors' Associ- ation, Montreal area, Que.	Asbestos Workers Loc. 58 (AFL-CIO/CLC)	500	2,500	12,500	April 3 May 8	Wages, statutory holidays, checkoff~25¢ an hour in- crease in a 2-year agree- ment.
Corporation of Master Electri- cians (Montreal Sec.) Montreal, Que.	I.B.E.W. Loc. 568 (AFL- CIO/CLC)	2,000	5,000	5,000	May 15 May 17	Wages, allotment of ap- prentices~25¢ an hour increase in a 2-year agree- ment.
Building Contractors, Toronto, Ont.	Building trades unions (Toronto Council AFL- CIO)	4,000	12,000	12,000	May 29 .....	Union wages~
<b>TRANSPORTATION ETC.</b> <i>Transportation</i> Five stevedoring companies, Hamilton, Ont.	I.L.A. Loc. 1829 (AFL- CIO/CLC)	150	750	750	May 12 May 19	"Gang System" of opera- tion~Return of workers.
Paul Guilbault Company, Grondines, Que.	National Syndicate of Truck Drivers (CNTU)	150 (60)	1,800	1,800	May 16 .....	Wages, working conditions, suspensions, layoffs~
<b>TRADE</b> Whyte Packing Co., Stratford, Ont.	Packinghouse Workers Loc. 271 (AFL-CIO/CLC)	140	350	350	May 24 May 29	Wages, workload~Return of workers.
<b>SERVICE</b> <i>Government Service</i> Municipality of Surrey, Cloverdale, B.C.	Public Employees Loc. 402 (CLC)	421	1,900	1,900	May 25 .....	Wages~
City of Kingston, Kingston, Ont.	Public Service Employees Loc. 9 (CLC)	126	250	250	May 25 May 30	Wages, hours, overtime rates, seniority~Wage in- creases ranging from 5 to 10 cents an hour according to classification.
<i>Personal Service</i> Royal York Hotel, Toronto, Ont.	Hotel Employees Loc. 299 (AFL-CIO/CLC)	1,025	24,450	30,370	April 24 .....	Wages~

Figures in parentheses indicate the number of workers indirectly affected.

## H—Industrial Accidents

**TABLE H-1—INDUSTRIAL FATALITIES IN CANADA DURING THE FIRST QUARTER OF 1961 BY GROUPS OF INDUSTRIES AND CAUSES**

Cause	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Public Utilities	Transportation, Storage and Communications	Trade	Finance	Service	Unclassified	Total
Striking against or stepping on objects.....													
Struck by:													
(a) Tools, machinery, cranes, etc.....				2	1	2	1	12			1		7
(b) Moving vehicles.....						1	1	2			1		17
(c) Other objects.....		6		3	4	5	1	1			3		24
Caught in, on or between machinery, vehicles, etc.....	5	10		3	3	3	1	1			1		23
Collisions, derailments, wrecks, etc.....	2	2	25	2	1	5	1	12	2		2		54
Falls and slips:													
(a) On same level.....					1	1							2
(b) To different levels.....		11		1	7	11		5	2		6		43
Conflagrations, temperature extremes and explosions.....	1	1		3	2		2	1	2		4		15
Inhalation, absorptions, asphyxiation and industrial diseases.....				6	8	1		1					16
Electric current.....				1	1	1	2						4
Over exertion.....	1				1	1	1	1			4		8
Miscellaneous accidents.....			1		1		1						3
Total, first quarter 1961.....	11	30	26	18	30	30	6	34	9		22		216
Total, first quarter 1960.....	10	32	7	37	52	27	5	45	16		22		253

**TABLE H-2—INDUSTRIAL FATALITIES BY PROVINCE AND GROUPS OF INDUSTRIES DURING THE FIRST QUARTER OF 1961**

Industry	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	N.W.T.	Total
Agriculture.....			1		1	6	1	1	1			11
Logging.....					1	6		1	3	19		30
Fishing and Trapping.....			17				1			8		26
Mining and Quarrying.....	1					9	1	2	4	1		18
Manufacturing.....	1			2	5	14	1	1	4	2		30
Construction.....	2		2		6	12		4	2	2		30
Public Utilities.....					4	2						6
Transportation, Storage and Communications.....					11	10	1		2	9		34
Trade.....			1			4	1		2	1		9
Finance.....												
Service.....	1				3	12	2		2	2		22
Unclassified.....												
Total.....	5		22	2	31	75	8	9	20	44		216*

\*Of this total 164 fatalities were reported by the various provincial Workmen's Compensation Boards and the Board of Transport Commissioners; details of the remaining 52 were obtained from other non-official sources.





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# LABOUR GAZETTE



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# EMPLOYMENT REVIEW

ECONOMICS AND RESEARCH BRANCH

## Employment and Unemployment, July

Between June and July employment rose by 167,000, a somewhat greater than seasonal increase. The employment situation has been generally firm since the late winter months.

Unemployment decreased by an estimated 16,000 to 354,000, which was 24,000 higher than a year earlier.

In the week ended July 22, the labour force was estimated at 6,743,000; a month earlier, the estimate was 6,592,000 and a year earlier it was also 6,592,000. Employment was estimated at 6,389,000, compared with 6,222,000 a month earlier and 6,262,000 a year earlier. Unemployment was estimated at 354,000, compared with 370,000 in June and 330,000 in July 1960.

### Employment

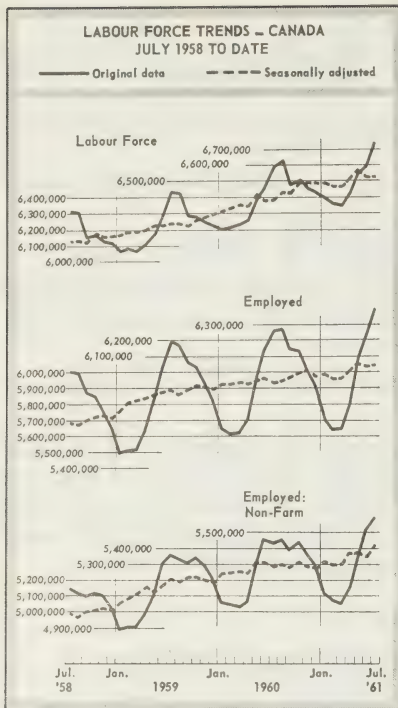
The main development in the labour market during the month was the influx of about 190,000 young people as the school vacation period began. This was partly offset by the temporary withdrawal of a significant number of married women from the labour force. Most of the additional workers were absorbed into agriculture and trade. Seasonal requirements of agriculture in July were somewhat smaller than in previous years, but nevertheless accounted for about half of the net employment increase. Employment increased more than seasonally in trade and manufacturing and was moderately firmer in construction. The main offsetting decrease during the month was the usual seasonal decline in service, in which employment fell by 41,000.

Of the estimated 6,389,000 employed in July, 4,681,000 were men and 1,708,000 women. In the preceding month, employed men totalled 4,523,000; women, 1,699,000. The employment total in July 1960 was made up of 4,655,000 men and 1,607,000 women. Agriculture provided 792,000 jobs, and 5,597,000 jobs were in nonfarm industries.

In July, non-agricultural employment was up 3 per cent over the year, a net result of many ups and downs among individual industry groups. The main strength continued to be provided by the service industry, in which employment was 6 per cent higher than last year. Employment was also higher in manufacturing, trade and finance. On the other hand, it declined over the year in construction, transportation and mining.

Of the 127,000 increase in employment over the year, 101,000 were women and 26,000 were men.

Over the month, the increase in employment was well distributed among the five regions. Over the year, there was no change in Quebec, but a 6-per-cent gain in the Atlantic region. In the remaining regions, the year-to-year increases were close to the national average of 2 per cent.



## Unemployment

The estimated number unemployed in July was 16,000 less than in June. This relatively small change is typical of this time of year. The closing of schools was reflected in an increase in the number of teen-age job-seekers, an increase more than offset by decreases in other age groups.

The unemployment total, an estimated 354,000, was made up of 21,000 on temporary layoff and 333,000 without work and seeking work. Of this latter figure, 310,000 were seeking full-time work and 23,000 part-time work.

More than three fifths of the unemployed had been out of work for three months or less. Another 14 per cent had been unemployed for four to six months and 23 per cent had been unemployed for more than six months. Long-term unemployment continued higher than a year earlier.

The July unemployment total was 5.2 per cent of the labour force compared with 5.0 per cent a year earlier.

## Regional Summaries

Employment in the **Atlantic** region increased by an estimated 24,000 between June and July, and by 32,000 over the year. This was somewhat greater than the corresponding gains in recent years and marked the second consecutive month in which the increase was more than seasonal. The advance from June was fairly widespread with sizable gains taking place in agriculture, manufacturing, construction and trade. In manufacturing and trade, the employment gains were larger than usual for the month. The railway car industry began rehiring during July and employment in iron and steel manufacturing continued to expand. Employment either held firm or increased slightly in most other manufacturing industries. Coal mining employment declined during the month, after closure of the Florence Colliery.

Most of the year-to-year gain occurred in the service industry. Manufacturing employment was a little higher than last year; small increases took place in a fairly wide range of industries. Iron and steel plants, however, continued to operate at a lower level than last year, and employment in the coal mining industry was substantially lower. In construction and forestry it showed little year-to-year change.

In the week ended July 22, the labour force in the Atlantic was estimated at 629,000, employment at 586,000 and unemployment at 43,000. Unemployment was 6,000 lower than in June but 11,000 higher than in July 1960. Unemployment in July represented 6.8 per cent of the labour force compared with 5.5 per cent a year earlier.



Employment in the **Quebec** region increased by 48,000 between June and July, close to seasonal expectations. Most of the increases took place in agriculture and trade. Lesser gains occurred in manufacturing and construction. Little change was apparent in forestry, but hiring for summer pulp-cutting programs had begun in many areas.

The employment level in July was virtually the same as a year earlier. The main strength in the region continued to be in the trade, finance and service industries. Mining employment was up over the year, as a result of increased activity in gold and nonmetallic sectors of the industry; moderately higher employment levels have been maintained in the textile and other nondurable goods industries. In most durable goods industries, employment demand has strengthened recently, although employment levels were well down from last year. This was also true of all parts of construction, although considerable increases in residential construction have been reported in many parts of the province.

In the week ended July 22, the labour force in Quebec was estimated at 1,855,000, employment at 1,733,000 and unemployment at 122,000. Unemployment was virtually the same as a year earlier but 17,000 lower than in June. Unemployment fell to 6.6 per cent of the labour force in July, compared with 6.5 per cent a year earlier.

Employment in **Ontario** expanded seasonally between June and July. The estimated 2,345,000 employed in July was 38,000 higher than in the previous month; men accounted for all of this increase. Employment expansion was centred in agriculture; non-agricultural employment showed little change. Employment increases in trade and construction offset declines in the service and mining industries. In manufacturing, although a number of large plants shut down for retooling, total employment did not change significantly from the previous month. Some hiring occurred in electrical apparatus and supplies, rubber and primary iron and steel plants. Sawmills and pulp and paper mills were extremely busy during the month and employment in food and beverages, textile and furniture industries remained steady. Automobile plants closed down for the changeover period a couple of weeks earlier than usual, and reports indicated an early start on the production of 1962 models. During the month there were large layoffs in the agricultural implement industry.

Non-agricultural employment was up some 66,000 from a year earlier, while agriculture showed a decline of 15,000. Service and trade accounted for most of the year-to-year gain in employment, more than offsetting declines in mining, forestry, durable goods manufacturing and construction.

In the week ended July 22, the labour force in Ontario was estimated at 2,457,000, employment at 2,345,000 and unemployment at 112,000. Unemployment was slightly higher than in both the previous month and July 1960. Unemployment in July was 4.6 per cent of the labour force, compared with 4.5 per cent a year earlier.

Employment in the **Prairie** region increased seasonally between June and July, by 34,000 to an estimated 1,158,000. Drought conditions have resulted in a sharp drop in the demand for agricultural workers, particularly in Saskatchewan and Manitoba. At the same time, increased cattle sales stimulated demand for labour in the meat packing industry. Demands for qualified personnel in oil drilling and base metal mining continued. There were increased demands for construction workers, especially in non-residential construction.

Employment increased by 27,000 over the year. Much of the year-to-year increase occurred in the service-producing industries. Manufacturing employment showed little change over the year. Construction employment was generally at a high level, a result of a number of large projects.

In the week ended July 22, the labour force in the Prairie region was estimated at 1,195,000. Unemployment, at an estimated 37,000, was higher than both a month and a year earlier. Unemployment in July was 3.1 per cent of the labour force, compared with 2.5 per cent a year earlier.

Employment in the **Pacific** region increased more than seasonally between June and July, from 544,000 to 567,000, and was almost 3 per cent higher than a year earlier. Most of the increase in the month occurred in non-agricultural industries, although there was also a seasonal demand for farm workers. Forest fires and fire hazards forced the shutdown of logging camps in a number of areas, putting many forestry employees temporarily out of work, but employment in sawmills continued at a high level. The demand for labour in metal mining and in the oil producing industry increased over the month. There were sizable increases in construction employment, especially on roads and pipelines and, to a lesser extent, on commercial and industrial projects. Employment in home construction showed little change, although new dwelling starts were at a lower rate than the previous month.

Over the year, manufacturing employment showed some improvement, partly as a result of increased activity in shipbuilding. Employment in mining remained high, supported by a number of large exploration projects. The service industry showed a year-to-year employment increase.

In the week ended July 22, the labour force in the Pacific region was estimated at 607,000, almost 20,000 higher than the month before. Unemployment, at an estimated 40,000, was down from both a month and a year earlier. Unemployment in July was 6.6 per cent of the labour force, compared with 7.1 per cent a year earlier.

#### LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance	
	1		2		3	
	July 1961	July 1960	July 1961	July 1960	July 1961	July 1960
Metropolitan.....	1	1	7	7	4	4
Major Industrial.....	1	2	19	20	6	4
Major Agricultural.....	—	—	1	3	13	11
Minor.....	—	—	24	24	34	34
Total.....	2	3	51	54	57	53

# CLASSIFICATION OF LABOUR MARKET AREAS—JULY

—	SUBSTANTIAL LABOUR SURPLUS	MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	WINDSOR ←	Calgary Hamilton Montreal Quebec-Levis St. John's Vancouver- New Westminster Winnipeg	→ EDMONTON → HALIFAX Ottawa-Hull → TORONTO	
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non- agricultural activity)	OSHAWA ←	Brantford Cornwall Corner Brook Farnham-Granby Joliette → LAC ST. JEAN Moncton New Glasgow Niagara Peninsula Peterborough Rouyn-Val d'Or Saint John Sarnia Shawinigan Sherbrooke → SYDNEY Timmins- Kirkland Lake Trois Rivières Victoria	→ FT. WILLIAM- PT. ARTHUR Guelph Kingston Kitchener London Sudbury	
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more agricultural)		Chatham	Barrie Brandon Charlottetown Lethbridge Moose Jaw North Battleford Prince Albert Red Deer Regina → RIVIERE DU LOUP Saskatoon → THETFORD- MEGANTIC- ST. GEORGES → YORKTON	
MINOR AREAS (labour force 10,000-25,000)		→ Bridgewater → CAMPBELLTON Central Vancouver Island Chilliwack Dawson Creek Drummondville Fredericton Galt Gaspé → KAMLOOPS ← → KITIMAT Lindsay Newcastle Okanagan Valley Prince George- Quesnel Quebec North Shore Rimouski Ste. Agathe- St. Jerome St. Jean St. Stephen Sault Ste. Marie Sorel Summerside Victoriaville	→ BATHURST → BEAU- HARNOIS → BELLEVILLE- TRENTON Bracebridge Brampton Cranbrook → DAUPHIN Drumheller Edmundston Coderich Grand Falls Kentville Lachute-St. Therese Listowel → MEDICINE HAT → MONTMAGNY North Bay Owen Sound → PEMBROKE Portage la Prairie Prince Rupert St. Hyacinthe St. Thomas Simcoe Stratford Swift Current Trail-Nelson → TRURO → VALLEYFIELD Walkerton Weyburn → WOODSTOCK, N.B.	Group 3 Conc. Woodstock- Tillsonburg Yarmouth

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification used, see page 624, July issue.



# Current Labour Statistics

(Latest available statistics as of August 15, 1961)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a).....(000)	July 22	6,743	+ 2.3	+ 2.3
Employed.....(000)	July 22	6,389	+ 2.7	+ 2.0
Agriculture.....(000)	July 22	792	+ 12.3	- 3.3
Non-agriculture.....(000)	July 22	5,597	+ 1.5	+ 2.8
Paid workers.....(000)	July 22	5,130	+ 1.9	+ 2.4
At work 35 hours or more.....(000)	July 22	4,972	- 8.7	- 1.8
At work less than 35 hours.....(000)	July 22	549	- 11.2	+ 14.1
Employed but not at work.....(000)	July 22	868	+456.4	+ 21.2
Unemployed.....(000)	July 22	354	- 4.3	+ 7.3
Atlantic.....(000)	July 22	43	- 12.3	+ 34.4
Quebec.....(000)	July 22	122	- 12.2	+ 1.7
Ontario.....(000)	July 22	112	+ 3.7	+ 4.7
Prairie.....(000)	July 22	37	+ 23.3	+ 27.6
Pacific.....(000)	July 22	40	- 9.1	- 4.8
Without work and seeking work.....(000)	July 22	333	- 5.9	+ 7.1
On temporary layoff up to 30 days.....(000)	July 22	21	+ 31.3	+ 10.5
Industrial employment (1949 = 100).....	May	116.9	+ 3.8	- 1.7
Manufacturing employment (1949 = 100).....	May	108.3	+ 2.8	- 2.1
Immigration.....	1st Qtr. 1961	11,839	—	- 28.7
Destined to the labour force.....	1st Qtr. 1961	5,374	—	- 33.6
<i>Strikes and Lockouts</i>				
Strikes and lockouts.....	July	41	+ 7.9	+ 10.8
No. of workers involved.....	July	8,826	- 36.2	+ 74.2
Duration in man days.....	July	94,560	- 48.1	+150.4
<i>Earnings and Income</i>				
Average weekly wages and salaries (ind. comp.)....	May	\$77.99	- 0.2	+ 3.5
Average hourly earnings (mfg.).....	May	\$ 1.84	0.0	+ 2.8
Average hours worked per week (mfg.).....	May	40.5	- 0.3	+ 1.0
Average weekly wages (mfg.).....	May	\$74.38	- 0.3	+ 3.8
Consumer price index (1949 = 100).....	July	129.0	0.0	+ 1.2
Index numbers of weekly wages in 1949 dollars (1949 = 100).....	May	138.1	- 0.3	+ 2.6
Total labour income.....\$000,000	May	1,586	+ 3.3	+ 3.2
<i>Industrial Production</i>				
Total (average 1949 = 100).....	June	178.8	+ 4.5	+ 3.0
Manufacturing.....	June	160.7	+ 5.7	+ 2.2
Durables.....	June	157.2	+ 6.2	+ 0.1
Non-durables.....	June	163.8	+ 5.3	+ 4.1

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also page 624, July issue.

# COLLECTIVE BARGAINING REVIEW

ECONOMICS AND RESEARCH BRANCH

During July collective bargaining in Canada produced 16 major settlements providing new agreements for more than 15,000 employees in various industries. One of these settlements, announced a few hours before a strike deadline set by the **Air Line Flight Attendants' Association**, was a two-year agreement covering more than 800 stewardesses and pursers employed by **Trans-Canada Air Lines**. The wage rates in the new agreement are not directly linked to aircraft speeds, as originally demanded by the union. The settlement makes provision for a pay differential for time worked aboard DC-8 jets, as well as for negotiation of the wages and hours on any new aircraft types that may be introduced during the term of the contract. The settlement gives flight attendants a 5-per-cent retroactive increase on wages earned between October 1, 1960 and July 31, 1961, with an additional 8 per cent premium for time worked aboard DC-8's from the introduction of this aircraft to July 31, 1961. Under the wage scale established in the new agreement, the minimum monthly pay remains unchanged. Hourly rates, however, were increased by approximately 8 per cent in most classifications, with an additional 8-per-cent premium for time flown on DC-8 jets, and the minimum monthly guarantee was reduced from 70 to 65 hours per month. The maximum flight time was also reduced from 85 hours per month to 75 hours on DC-8's, and to 80 hours on other aircraft.

In Canada's pulp and paper industry, negotiations during July resulted in new agreements for approximately 7,000 of the 36,000 mill workers covered by the 25 major agreements that had terminated during the first half of 1961. The largest of the July settlements was with the **Eastern Canada Newsprint Group**, comprising the St. Lawrence Corporation, James MacLaren Co., Anglo-Canadian Pulp and Paper and Bowaters Mersey operating in Quebec and Nova Scotia. The paper mill unions representing 4,000 employees accepted a general wage increase of 5 cents an hour and a 1-cent increase in afternoon and night shift differentials, both retroactive to May 1, 1961. Beginning January 1, 1962, the workers will get 8 hours additional holiday pay per year. Other items in the one-year agreement included improvements in the health benefit plans and certain local adjustments between the unions and the companies.

Similar wage increases were negotiated in the new one-year agreement between the paper mill unions and **Quebec North Shore Paper**, Baie Comeau, Que. Among other settlements in the pulp and paper industry, a new three-year agreement between **Canada Paper**, Windsor, Que., and the **Pulp and Paper Workers' Federation (CNTU)** provided increases totalling 23 cents an hour for male employees and 19 cents for female employees, while in New Brunswick the **Fraser Companies** renewed the current agreement with the **Pulp and Paper Mill Workers** for another year without change in wage rates.

## WAGE SETTLEMENTS DURING THE FIRST HALF OF 1961

Collective agreements covering 500 or more employees concluded between January 1 and June 30, 1961, excluding agreements in the construction industry and agreements with wage terms in piece rates only.

Total Wage Increase in Cents per Hour*	Term of Agreement in Months									
	Under 15		15-20		21-26		27-32		33 and over	
	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.
0.....	12	40,820			1	500				
0.1—4.9.....	9	13,570			2	2,600				
5.0—9.9.....	18	24,470	2	2,230	12	12,930				1,500
10.0—14.9.....	2	1,020	1	880	13	132,340			6	8,600
15.0—19.9.....	1	1,200	3	2,690	4	3,300			7	11,150
20.0—24.9.....	1	800			11	11,100				
25.0—29.9.....									2	1,900
30.0 and over.....	1	2,000			2	2,600			4	3,780
Total.....	44	83,880	6	5,800	45	165,370			21	26,930

\*Wage increases shown relate to base rates only. Data on employees covered are approximate and include all employees covered by the agreement.

### Major Settlements in 1961

In the first six months of 1961, unions and management in industries outside the construction sector negotiated 116 settlements covering bargaining units of 500 or more employees. These settlements provided new collective agreements for more than 280,000 workers for periods ranging from one to three years.

The wage changes negotiated in the 116 major settlements are tabulated above by amount and term of contract. Among the new agreements, those signed for terms longer than one year were in a majority, with most of the longer-term agreements extending over a two-year period.

Of the 282,000 employees covered by the major settlements, more than 240,000 gained wage increases in their new contracts. These amounted to less than 10 cents on base rates in most one-year agreements and to between 5 and 19.9 cents

in most two-year agreements. More than half of the three-year settlements provided for raises totalling 15 to more than 30 cents per hour during the term of the contract.

Although agreements in the manufacturing sector accounted for more than half of the major settlements, they did not cover as many employees as the new contracts in the transportation industry, where one of the settlements reached during the first half of 1961 applied to 110,000 non-operating railway employees. In the manufacturing sector, approximately 75,000 employees were covered by the new major contracts. Other major settlements negotiated during the first six months of 1961 provided new agreements for approximately 42,000 employees in the logging industry, for more than 28,000 hospital and municipal employees, and for smaller numbers in fishing, mining and other industries.

### Collective Bargaining Scene

Agreements covering 500 or more employees,  
excluding those in the construction industry

#### Part I—Agreements Expiring During August, September and October

(except those under negotiation in July)

Company and Location	Union
Alta. Govt. Telephones (Plant Dept.) company-wide	I.B.E.W. (AFL-CIO/CLC)
Atlantic Sugar Refineries, St. John, N.B.	Bakery Wkrs. (CLC)
Automatic Electric, Brockville, Ont.	I.U.E. (AFL-CIO/CLC)
Cdn. Steel Foundries, Montreal, Que.	Steel & Foundry Wkrs. (Ind.)
Cluett Peabody, Kitchener & Stratford, Ont.	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
Crane Limited, Montreal, Que.	Steelworkers (AFL-CIO/CLC)
Crown Zellerbach, Richmond, B.C.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Dominion Stores, Toronto, Hamilton & others, Ont.	Retail, Wholesale Empl. (AFL-CIO/CLC)
DuPont of Canada, Shawinigan, Que.	Cellulose Wkrs. Assoc. (Ind.)
Fisheries Assn., B.C.	United Fishermen (Ind.) (herring fishermen)
Fry-Cadbury, Montreal, Que.	Bakery Wkrs. (CLC)



Company and Location	Union
General Motors & subsidiaries, Oshawa, Windsor, St. Catharines, Scarborough & London, Ont. ....	Auto Wkrs. (AFL-CIO/CLC)
Maritime Tel. & Tel., company-wide .....	I.B.E.W. (AFL-CIO/CLC) (traffic empl.)
Motor Trans. Ind. Relations Bureau, Ont. ....	Teamsters (Ind.) (drivers)
Motor Trans. Ind. Relations Bureau, Ont. ....	Teamsters (Ind.) (mechanics)
Northern Electric, Toronto, Ont. ....	Communications Wkrs. (AFL-CIO/CLC)
Province of Saskatchewan .....	Sask. Civil Service (CLC) (classified services)
Provincial Transport, Que. ....	Railway, Transport & General Wkrs. (CLC)
Que. Natural Gas, company-wide .....	Chemical Wkrs. (AFL-CIO/CLC)
Safeway, Shop-Easy & others, Victoria, Vancouver & New Westminster, B.C. ....	Butcher Workmen (AFL-CIO/CLC)
Shawinigan Power, company-wide, Que. ....	Empl. Assoc. (Ind.)
Towboat Owners' Assn., B.C. ....	Merchant Service Guild (CLC)
Towboat Owners' Assn., B.C. ....	Seafarers (AFL-CIO)
Trucking Assn. of Que., province-wide .....	Teamsters (Ind.)
Winnipeg Transit Dept., Man. ....	Street Railway Empl. (AFL-CIO/CLC)

## Part II—Negotiations in Progress During July

Company and Location	Bargaining	Union
Algoma Ore Properties, Wawa, Ont. ....	Steelworkers (AFL-CIO/CLC)	Steelworkers (AFL-CIO/CLC)
Algoma Steel, Sault Ste. Marie, Ont. ....	Steelworkers (AFL-CIO/CLC)	Paper Makers (AFL-CIO/CLC) Pulp & Paper
Anglo-Nfld. Development, Grand Falls, Nfld. ....	Mill Wkrs. (AFL-CIO/CLC) & others	Machinists (AFL-CIO/CLC)
Avro & Orenda Engines, Malton, Ont. ....	B.C. Electric, company-wide .....	I.B.E.W. (AFL-CIO/CLC)
Campbell Chibougamau Mines, Chibougamau, Que. ....	Steelworkers (AFL-CIO/CLC)	Radio & T.V. Empl. (ARTEC) (Ind.)
C.B.C., company-wide .....	Cdn. International Paper, N.B., Que. & Ont. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper
Cdn. International Paper, N.B., Que. & Ont. ....	Mill Wkrs. (AFL-CIO/CLC) & Oper. Engineers (AFL-CIO)	Clothing Wkrs. Federation (CNTU)
Clothing Mfrs. Assn., Quebec, Farnham & Victoriaville, Que. ....	C.P.R. system-wide .....	Trainmen (AFL-CIO/CLC)
C.P.R. system-wide .....	Consolidated Paper, Les Escoumins, Que. ....	Pulp & Paper Wkrs. Federation (CNTU)
Consolidated Paper, Les Escoumins, Que. ....	Consolidated Paper, Ste-Anne de Portneuf, Que. ....	Pulp & Paper Wkrs. Federation (CNTU)
Consolidated Paper, Ste-Anne de Portneuf, Que. ....	Distillers Corp., Ville LaSalle, Que. ....	Distillery Wkrs. (AFL-CIO/CLC)
Distillers Corp., Ville LaSalle, Que. ....	Dominion Coal, Sydney, N.S. ....	Mine Wkrs. (Ind.)
Dominion Coal, Sydney, N.S. ....	Dom. Rubber (Footwear Div.), Kitchener, Ont. ....	Rubber Wkrs. (AFL-CIO/CLC)
Dom. Rubber (Footwear Div.), Kitchener, Ont. ....	Dominion Stores, Montreal & vicinity, Que. ....	Retail Clerks (AFL-CIO/CLC)
Dominion Stores, Montreal & vicinity, Que. ....	Dom. Structural Steel, Montreal, Que. ....	Mine Wkrs. (Ind.)
Dom. Structural Steel, Montreal, Que. ....	Donahue Bros., Clermont, Que. ....	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Donahue Bros., Clermont, Que. ....	Donnacona Paper, Donnacona, Que. ....	Pulp & Paper Wkrs. Federation (CNTU)
Donnacona Paper, Donnacona, Que. ....	Dosco, Cdn. Bridge, Walkerville, Ont. ....	Steelworkers (AFL-CIO/CLC)
Dosco, Cdn. Bridge, Walkerville, Ont. ....	DuPont of Canada, Maitland, Ont. ....	Chemical Wkrs. (AFL-CIO/CLC)
DuPont of Canada, Maitland, Ont. ....	E. B. Eddy, Hull, Que. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper
E. B. Eddy, Hull, Que. ....	Edmonton City, Alta. ....	Mill Wkrs. (AFL-CIO/CLC) & others
Edmonton City, Alta. ....	Edmonton City, Alta. ....	Public Empl. (CLC) (clerical empl.)
Edmonton City, Alta. ....	Fraser Cos., Cabano, Que. ....	Public Empl. (CLC) (outside wkrs.)
Fraser Cos., Cabano, Que. ....	Great Lakes Paper, Ft. William, Ont. ....	Woodcutters, Farmers' Union (Ind.)
Great Lakes Paper, Ft. William, Ont. ....	Halifax City, N.S. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper
Halifax City, N.S. ....	Hamilton Cotton & subsids., Hamilton, Dundas & Trenton, Ont. ....	Mill Wkrs. (AFL-CIO/CLC)
Hamilton Cotton & subsids., Hamilton, Dundas & Trenton, Ont. ....	Howard Smith Paper, Cornwall, Ont. ....	Public Empl. (CLC) (inside wkrs.)
Howard Smith Paper, Cornwall, Ont. ....	Kimberley-Clark Paper, Terrace Bay, Ont. ....	Textile Wkrs. Union (AFL-CIO/CLC)
Kimberley-Clark Paper, Terrace Bay, Ont. ....	K.V.P. Company, Espanola, Ont. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper
K.V.P. Company, Espanola, Ont. ....	Marathon Corp. of Can., Marathon, Ont. ....	Mill Wkrs. (AFL-CIO/CLC)
Marathon Corp. of Can., Marathon, Ont. ....	Montreal Trans. Commission, Que. ....	I.B.E.W. (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Montreal Trans. Commission, Que. ....	Motor Trans. Ind. Relations Bureau (car carriers), Ont. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper
Motor Trans. Ind. Relations Bureau (car carriers), Ont. ....	Okanagan Shippers' Assn., Okanagan Valley, B.C. ....	Mill Wkrs. (AFL-CIO/CLC) & I.B.E.W. (AFL-CIO/CLC)
Okanagan Shippers' Assn., Okanagan Valley, B.C. ....	Old Sydney Collieries, Sydney Mines, N.S. ....	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Old Sydney Collieries, Sydney Mines, N.S. ....	Ont.-Minnesota Paper, Ft. Francis & Kenora, Ont. ....	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Ont.-Minnesota Paper, Ft. Francis & Kenora, Ont. ....	Provincial Paper, Thorold, Ont. ....	Empl. Assoc. (Ind.)
Provincial Paper, Thorold, Ont. ....	R.C.A. Victor, Montreal, Que. ....	Oil Wkrs. (AFL-CIO/CLC)
R.C.A. Victor, Montreal, Que. ....	Sask. Power Corp., province-wide .....	Sask. Wheat Pool Empl. (CLC)
Sask. Power Corp., province-wide .....	Sask. Wheat Pool (Elevator Div.) Ont., Man., Sask. & B.C. ....	

Company and Location	Union
Shell Oil, Montreal East, Que. ....	Empl. Council (Ind.)
Smith Transport, Montreal, Que. ....	Teamsters (Ind.)
Spruce Falls & Kimberley-Clark, Kapuskasing, Ont. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Stelco (Canada Works), Hamilton, Ont. ....	Steelworkers (AFL-CIO/CLC)
Stelco (Hamilton Works), Hamilton, Ont. ....	Steelworkers (AFL-CIO/CLC)
Stelco, Montreal, Que. ....	Steelworkers (AFL-CIO/CLC)
T.C.A. company-wide ....	Air Line Pilots (Ind.)
T.C.A. company-wide ....	Sales Empl. (Ind.)

#### Conciliation Officer

Abitibi Paper & Subsids., Que., Ont. & Man. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Assn. des Marchands Detaillants (Produits Alimentaires), Quebec, Que. ....	Commerce Empl. Federation (CNTU)
Assn. Patronale du Commerce, (Hardware), Quebec, Que. ....	Commerce Empl. Federation (CNTU)
Assn. Patronale des Services Hospitaliers, Quebec, Que. ....	Services Federation (CNTU) (female)
Assn. Patronale des Services Hospitaliers, Quebec, Que. ....	Services Federation (CNTU) (male)
Bowater's Nfld. Paper, Corner Brook, Nfld. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Calgary City, Alta. ....	Public Empl. (CLC) (clerical empl.)
Consolidated Paper, Cap de la Madeleine & Three Rivers, Que. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Grand'Mere, Que. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Port Alfred, Que. ....	Pulp & Paper Wkrs. Federation (CNTU)
Consolidated Paper, Shawinigan, Que. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Dupuis Freres, Montreal, Que. ....	Commerce Empl. Federation (CNTU)
Hamilton General Hospitals, Hamilton, Ont. ....	Public Empl. (CLC)
Hotel Dieu St. Vallier, Chicoutimi, Que. ....	Service Empl. Federation (CNTU)
Ontario Paper, Thorold, Ont. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Polymer Corporation, Sarnia, Ont. ....	Oil Wkrs. (AFL-CIO/CLC)
Various pulp & paper mills, B.C. ....	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)

#### Conciliation Board

Assn. Patronale des Mfrs. de Chaussures, Quebec, Que. ....	Leather & Shoe Wkrs. Federation (CNTU)
B.A. Oil, Clarkson, Ont. ....	Oil Wkrs. (AFL-CIO/CLC)
Canada Cement, N.B., Que., Ont., Man. & Alta. ....	Cement Wkrs. (AFL-CIO/CLC)
Cdn. Car & Foundry, Montreal, Que. ....	Railway Carmen (AFL-CIO/CLC)
Cdn. Westinghouse, Hamilton, Ont. ....	U.E. (Ind.)
C.N.R., system-wide ....	Locomotive Engineers (Ind.)
C.N.R., system-wide ....	Locomotive Firemen & Enginemen (AFL-CIO/CLC)
C.N.R., system-wide ....	Trainmen (AFL-CIO/CLC)
C.P.R., system-wide ....	Locomotive Engineers (Ind.)
C.P.R., system-wide ....	Locomotive Firemen & Enginemen (AFL-CIO/CLC)
Dom. Oilcloth & Linoleum, Montreal, Que. ....	CNTU-chartered local
Dryden Paper, Dryden, Ont. ....	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Food stores, (various), Winnipeg, Man. ....	Retail Clerks (AFL-CIO/CLC)
Hollinger Mines, Timmins, Ont. ....	Steelworkers (AFL-CIO/CLC)
McIntyre Porcupine Mines, Schumaker, Ont. ....	Steelworkers (AFL-CIO/CLC)
Miner Rubber, Granby, Que. ....	Rubber Wkrs. (AFL-CIO/CLC)
Noranda Mines, Noranda, Que. ....	Steelworkers (AFL-CIO/CLC)
Ontario Hydro, company-wide ....	Public Service Empl. (CLC)
Price Bros., Kenogami & Riverbend, Que. ....	Pulp & Paper Wkrs. Federation (CNTU)
Sangamo Company, Leaside, Ont. ....	Machinists (AFL-CIO/CLC)
Scarborough Township, Ont. ....	Public Empl. (CLC) (outside wkrs.)
Union composing rooms, Toronto, Ont. ....	Typographical Union (AFL-CIO/CLC)
Winnipeg City, Man. ....	Public Service Empl. (CLC)

#### Post-Conciliation Bargaining

Dom. Rubber (Rubber Div.), St. Jerome, Que. ....	Rubber Wkrs. (AFL-CIO/CLC)
Shipping Federation of Can., Montreal, Que. ....	I.L.A. (CLC)

#### Arbitration

(No cases during July)

#### Work Stoppage

Hotel Royal York (CPR), Toronto, Ont. ....	Hotel Empl. (AFL-CIO/CLC)
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### Part III—Settlements Reached During July 1961

(A summary of major terms on the basis of information immediately available. Figures for the number of employees covered are approximate.)

**B.C. HOTELS ASSN., VANCOUVER, B.C.—HOTEL EMPL. (AFL-CIO/CLC)** (BEVERAGE DISPENSERS): 2-yr. agreement covering 600 empl.—4¢ an hr. increase eff. Jan. 1, 1962; employer's contribution to welfare fund increased by 3¢ an hr. eff. Jan. 1, 1961; double time to be paid for work on statutory holidays.

**B.C. HOTELS ASSN., NEW WESTMINSTER, BURNABY, FRASER VALLEY, B.C.—HOTEL EMPL. (AFL-CIO/CLC)**: 2-yr. agreement covering 500 empl.—3¢ an hr. increase retroactive to Jan. 1, 1961; an additional 4¢ an hr. increase eff. Jan. 1, 1962; waitresses to receive 3¢ an hr. increase retroactive to Jan. 1, 1961 plus an additional 2¢ an hr. eff. June 1, 1962; double time to be paid for work on statutory holidays; employer to contribute 7¢ an hr. to welfare fund on behalf of casual empl.

**CANADA PAPER, WINDSOR MILLS, QUE.—PULP & PAPER WKRS. FEDERATION (CNTU)**: 3-yr. agreement covering 1,250 empl.—male empl. to receive increases of 5¢ an hr. retroactive to May 1, 1960, an additional 10¢ an hr. retroactive to Nov. 1, 1960, a further increase of 2¢ an hr. eff. Dec. 1, 1961 with another 2¢ on Aug. 1, 1962 and a final 4¢ an hr. increase eff. Jan. 1, 1963; female empl. to receive 5¢ an hr. retroactive to May 1, 1960, 6¢ an hr. retroactive to Nov. 1, 1960, 2¢ an hr. increase eff. Dec. 1, 1961, a further 2¢ on Aug. 1, 1962 and a final increase of 4¢ an hr. eff. Jan. 1, 1963; 3 wks. annual paid vacation after 10 yrs. of service eff. May 1, 1961 (previously 3 wks. after 25 yrs.); 1 additional statutory holiday for a total of 8 annually; 3 days bereavement leave with pay in the event of death of a close relative.

**CANADIAN CAR, FT. WILLIAM, ONT.—AUTO WKRS. (AFL-CIO/CLC)**: 1-yr. agreement covering 550 empl.—no general wage increase during term of the new agreement; 2¢ an hr. cost-of-living bonus incorporated into the wage structure; cost-of-living bonus of 1¢ an hr. for every 0.7 rise in the cost-of-living index beyond the level reached on June 1, 1961, adjustments to be made in Oct. 1961 and Feb. 1962; 4 wks. vacation after 25 yrs. of service (formerly no provision for 4 wks. vacation).

**C.P.R. SYSTEM-WIDE—TRAINMEN (AFL-CIO/CLC)** (DINING CAR STAFF): 2-yr. agreement covering 750 empl.—2¢ an hr. increase retroactive to June 1, 1960; an additional 5¢ an hr. increase retroactive to Feb. 1, 1961 and a further 4% increase eff. Oct. 1, 1961; 4 wks. vacation after 25 years. of continuous service (formerly 4 wks. after 35 yrs.).

**CYANAMID OF CANADA, NIAGARA FALLS, ONT.—U.E. (IND.)**: 2-yr. agreement covering 500 empl.—5¢ an hr. increase for production wkrs. and 6¢ an hr. for craft empl., both eff. July 9, 1961; an additional 5¢ an hr. increase for all empl. eff. July 8, 1962; 4 wks. vacation after 20 years of service (formerly 4 wks. after 25 yrs.); employer and employees to share equally the cost of the Blue Cross Supplemental and Major Medical Insurance plus PSI Blue plan; improvements in sickness and accident benefit provisions.

**DOMINION GLASS, WALLACEBURG, ONT.—GLASS AND CERAMIC WKRS. (AFL-CIO/CLC)**: 3-yr. agreement covering 750 empl.—3¢ an hr. increase retroactive to March 20, 1961; a further 3¢ an hr. eff. Dec. 1, 1961, and a final increase of 5¢ an hr. eff. Sept. 20, 1962; 4 wks. annual vacation after 24 yrs. of service (formerly no provision for 4 wks. vacation).

**EAST. CAN. NEWSPRINT GROUP, QUE. & N.S.—PAPER MAKERS (AFL-CIO/CLC), PULP & PAPER MILL WKRS. (AFL-CIO/CLC) & OTHERS**: 1-yr. agreement covering 4,000 empl.—a general wage increase of 5¢ an hr. eff. May 1, 1961; an additional 8 hrs. pay for New Year's Day commencing Jan. 1, 1962; 1¢ an hr. increase in the evening and night shift differentials eff. May 1, 1961; voluntary check-off of union dues; joint study of welfare plans to develop a uniform plan for all companies.

**EDMONTON CITY, ALTA.—IBEW. (AFL-CIO/CLC)**: 1-yr. agreement covering 550 empl.—general increase of 3% for all empl.

**FRASER COS., EDMUNDSTON, ATHOLVILLE, NEWCASTLE, N.B.—PULP & PAPER MILL WKRS. (AFL-CIO/CLC)**: previous agreement covering 1,100 empl. extended for 1 year. without change in wage rates; seasonal and casual wkrs. to receive vacation allowance amounting to 2% of pay.

**GASPERIA WOODS CONTRACTORS, CHANDLER, QUE.—WOODCUTTERS, FARMERS UNION (IND.)**: 1-yr. agreement covering 500 empl.—settlement terms not immediately available.

**QUEBEC NORTH SHORE PAPER, BAIE COMEAU, QUE.—PAPER MAKERS (AFL-CIO/CLC), PULP AND PAPER MILL WKRS. (AFL-CIO/CLC)**: 1-yr. agreement covering 1,000 empl.—a general wage increase of 5¢ an hr. retroactive to May 1, 1961; 1¢ an hr. increase in second and third shift premiums; 7¢ an hr. increase for all stevedoring classifications; 4 wks. annual vacation after 22 yrs. of service (formerly 4 wks. after 25 yrs.); 1 additional floating holiday each yr.; an additional company contribution of \$1.17 per month towards group welfare plan; improvements in bereavement leave.

**STE. ANNE POWER, BEAUPRE, QUE.—CARPENTERS (LUMBER & SAWMILL WKRS.) (AFL-CIO/CLC)**: 2-yr. agreement covering 500 empl.—a general increase of 3% eff. July 2, 1961; rate of vacation allowance raised from 2% to 2½% after 100 days of work; Christmas Day added to statutory holidays.

**SAGUENAY TERMINALS, PORT ALFRED, QUE.—METAL TRADES FEDERATION (CNTU)**: 3-yr. agreement covering 600 empl.—increase of 7¢ an hr. retroactive to Dec. 1, 1960; an additional 6¢ an hr. eff. July 22, 1962 and a final 6¢ an hr. eff. July 22, 1963; vacation for regular empl. improved to provide 2 wks. after 2 yrs. of service (formerly 2 wks. after 3 yrs.) and 3 wks. after 10 yrs. (formerly 3 wks. after 15 yrs.); vacation allowances also improved for seasonal empl.

**TORONTO GENERAL HOSPITAL, TORONTO, ONT.—BUILDING SERVICE EMPL. (AFL-CIO/CLC)**: 2-yr. agreement covering 1,150 empl.—general wkrs. to receive \$10 a mo. increase retroactive to Jan. 1, 1961 and another \$8 a mo. in Jan. 1962; plumbers & steamfitters to receive an increase of \$20 per mo. retroactive to Jan. 1, 1961 plus an additional \$8 a mo. in Jan. 1962.

**T.C.A., COMPANY WIDE—AIR LINE FLIGHT ATTENDANTS (CLC)**: 2-yr. agreement covering 800 empl.—retroactive pay of 5% of earnings for the period Oct. 1, 1960 to July 31, 1961, with additional 8% premium for all hrs. flown on DC-8 jets prior to Aug. 1, 1961; maximum flying time reduced from 85 hrs. to 75 hrs. on DC-8's and to 80 hrs. on other aircraft, with maintenance of pay; under new wage schedule flight attendants on DC-8 jets will receive between \$4.57 and \$7.72 per flying hr., and those flying other aircraft between \$4.23 and \$7.15; overseas flights to be paid for at an extra 60¢ an hr. instead of the previous \$40 per month.



## NOTES OF CURRENT INTEREST

### Municipal Winter Works Incentive Program Extended

Federal contribution to an expanded Municipal Winter Works Incentive Program during next winter was announced last month by the Minister of Labour, the Hon. Michael Starr.

The program will go into effect on October 15, 1961 and continue until April 30, 1962. The federal Government will contribute 50 per cent of the direct payroll costs incurred by municipalities on projects designed to create additional winter employment.

This year, the program has been broadened to cover almost all municipal projects that would not have been carried out in the absence of the program.

In addition to the previously covered projects such as the construction and major improvements of roads, streets, sidewalks, parks, playgrounds, and municipal water, sewage and drainage facilities and major reconstruction or renovation of municipal buildings, the scope of the expanded program includes the clearing and development of municipally-owned land, work on municipal irrigation systems, municipal engineering yards, and other projects.

Next winter's program has been further broadened to include projects within the authorized categories where these are carried out in unorganized settlements, provided the work is sponsored by a community organization and carried out under acceptable community and provincial supervision.

This is to be the fourth consecutive winter with the program in effect. Last winter the program scored the greatest success to date (L.G., June, p.541); with the broadening of its scope, it is expected that even more employment will be made available during next winter, Mr. Starr said.

### Committee to Examine the Unemployment Insurance Act

A committee to examine the Unemployment Insurance Act and its relation to other social security programs was appointed last month by Prime Minister Diefenbaker.

The Committee is to review the provisions of the Act in the light of developments since it was passed in 1940, and to inquire into and report upon the scope, basic principles and the manner of the Act.

The report is expected to concern the provisions deemed necessary to deal with seasonal unemployment, the means of correcting any abuses or deficiencies that may be found to exist, and the relationship between programs of support for the unemployed and other social security measures.

The four members appointed to the Committee are: Ernest C. Gill, President, The Canada Life Assurance Company, Toronto; Etienne Crevier, President of the insurance company La Prevoyance, Montreal; Dr. John James Deutsch Vice-Principal, Queen's University, Kingston; and Dr. Joseph Richards Petrie, Consulting Economist, Montreal.

Mr. Gill will act as chairman.

### Blind, Disabled, Old Age Payments Drop in Second Quarter of 1961

The numbers of persons receiving old age assistance, allowances under the Blind Persons Act, and allowances under the Disabled Persons Act decreased during the second quarter of 1961, the Department of National Health and Welfare has announced.

*Old Age Assistance*—The number of persons receiving old age assistance in Canada decreased from 100,184 at March 31, 1961 to 99,855 at the end of the second quarter of 1961.

The federal Government's contributions under the federal-provincial scheme totalled \$7,659,101.95 for the quarter ended June 30, 1961, compared with \$7,710,851.01 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$227,713,104.23.

At June 30, 1961, the average monthly assistance in the provinces ranged from \$48.70 to \$52.70 except for one province where the average was \$47.43. In all provinces the maximum assistance paid was \$55 a month.

*Disabled Persons Allowances*—The number of persons in Canada receiving allowances under the Disabled Persons Act decreased from 50,650 at March 31, 1961 to 50,435 at the end of the second quarter of 1961.

The federal Government's contributions under the federal-provincial scheme totalled \$4,084,031.62 for the quarter ended June 30, 1961, compared with \$4,093,227.75 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$76,194,642.07.

At June 30, 1961, the average monthly allowance in the provinces ranged from \$52.73 to \$54.63. In all provinces the maximum allowance paid was \$55 a month.

*Blind Persons Allowances*—The number of blind persons in Canada receiving allowances under the Blind Persons Act decreased from 8,642 at March 31, 1961 to 8,581 at the end of the second quarter of 1961.

The federal Government's contributions under the federal-provincial scheme totalled \$1,022,898.76 for the quarter ended June 30, 1961, compared with \$1,039,309.34 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$32,578,726.90.

At June 30, 1961, the average monthly allowance in the provinces ranged from \$49.36 to \$54.27. In all provinces the maximum allowance paid was \$55 a month.

## Employment and Unemployment Both up in the U.S. in June

Increases were recorded in June for both employment and unemployment the U.S. Department of Labor announced in its monthly report.

Teenagers out of school and seeking permanent or summer jobs helped to bring total employment this June to 68,706,000, about 127,000 higher than in June 1960. But the influx of teenagers also led to an increase of 800,000 in unemployment, which totalled 5,600,000 and was the highest June figure since the war.

A total of 1,600,000 teenagers got new jobs, full and part-time, and 900,000 others were added to the unemployment rolls.

The seasonally adjusted unemployment rate dropped only one tenth of a point to 6.8 per cent, remaining close to 7 per cent in June for the seventh consecutive month despite a business upturn that began in March.

The better than seasonal gain of 500,000 jobs for adult men was partly offset by a seasonal decline of 200,000 in the number of employed women, mostly teachers.

The number of persons out of work 15 weeks or longer declined seasonally by 300,000 to 1,600,000 but was still double the total for June 1960. Of these, 900,000 were the long-term unemployed who had been without jobs for six months or more.

Of those who were employed in June, about 3,200,000 non-farm workers were on part-time, a 300,000 increase over May, attributed to the teenager influx.

The number of regular full-time workers employed less than 35 hours because of slack work or other reasons was 1,200,000; this was 100,000 less than a month ago and than the previous June.

Of the 150 major industrial centres, those with "substantial unemployment" dropped from 96 in May to 88 early in June. This figure is said to reflect better-than-seasonal gains in automobile and other durable goods payrolls.

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## New Edition of the Directory of International Trade Secretariats

A revised and expanded edition of the Directory of International Trade Secretariats (ITS) was issued last month by the U.S. Department of Labor. Its first edition was published in 1954.

The ITS, independent international labour federations, organize some 35 million workers along industry and craft lines. Some 94 per cent of the membership is also affiliated with the ICFTU. More than 50 American unions with approximately nine million members belong to this organization which fosters growth of free trade unionism in the less developed areas of the world.

Comprising 977 affiliates in 83 countries and territories, the ITS membership is distributed as follows: 57 per cent in Europe, 26 per cent in the United States and Canada, 9 per cent in Asia, 6 per cent in Latin America, and 2 per cent in Africa.

The Directory, prepared by the U.S. Bureau of International Labor Affairs, provides information on 19 ITS organizations. Addresses, officers, membership, affiliates, and publications are listed and information on their composition, organization, origin, growth, regional structure and activities is given. Charts and statistical tables complete the picture of ITS organization. Appendices include a list of annual affiliation fees and U.S. affiliates, and provide an alphabetical index of the names of officials mentioned in the Directory.

This is the Part II of a three-part directory of International Trade Union Organizations published by the U.S. Department of Labor; Part I covers the ICFTU and Part III covers the International Federation of Christian Trade Unions (CISC).

Copies of the Directory may be obtained from the Superintendent of Documents, U.S. Government Printing Office, Washington 25, D.C. Price \$3.00, 448 pages.

# HOUSE OF COMMONS DEBATES

## A Guide to Items of Labour Interest in Hansard

(page numbers refer to Hansard)

**June 28**—*Number of active claimants for unemployment insurance benefit on May 31 was 340,950, the Parliamentary Secretary to the Minister of Labour says in reply to a question (p. 7176).*

*Part-time employees in the Post Office are working three or four hours a day, and are perfectly free to arrange for holidays if they wish to. There would therefore seem to be no obligation to pay them for their holiday time under our present regulations, the Postmaster General says in replying to a question (p.7183).*

**June 29**—*The NES office in Saskatoon had no alternative but to disqualify for unemployment insurance benefit certain employees laid off by Westeel Products in that city, the reason for layoff given by the management being "anticipating a strike", the Minister of Labour tells a questioner. The matter, the Minister says, is covered by Section 63(1) of the Unemployment Insurance Act, which states that under such circumstances persons shall be disqualified (p. 7227).*

**July 4**—*The six companies manufacturing automobiles in Canada do not send motors to the United States for repair, according to information received from the Canadian Automobile Chamber of Commerce, the Prime Minister says in reply to a question. Volkswagen have installed facilities in Canada reconditioning motors of their cars, he adds (p. 7473).*

*Debate on Bill C-114, to create a vacancy in the office of Governor of the Bank of Canada resumed and, after lengthy discussion, the bill passes second reading on division (p. 7504). The bill is later considered in committee, and after debate the House adjourns without question put (p. 7538).*

**July 5**—*Debate on Bill C-114, respecting the Bank of Canada resumed in committee (p. 7553). After long discussion, the title of the bill is agreed to on division, the bill is reported, and third reading is moved by the Minister of Finance (p.7589). After further discussion, the House adjourns without question put (p.7595).*

**July 6**—*Consideration in committee of Bill C-71, respecting the Civil Service of Canada, moved by the Minister of Finance, and motion agreed to (p. 7667). After debate, the House adjourns without question put (p. 7676).*

**July 7**—*Measures to help Springhill, taken by the federal Government, are outlined by*

*the Prime Minister in reply to a question regarding representations made by the citizens of Springhill asking that special measures be applied to Springhill similar to those being taken in the Cape Breton area. The Prime Minister points out that the closing of the mines at Springhill occurred several years ago and that since then a number of things have been done by the federal Government to help that community (p.7680).*

*Bill C-114, respecting the Bank of Canada passes third reading on division (p. 7709).*

**July 11**—*A new policy of granting paid leave to all employees on the basis of their period of employment is being considered by the Government, the Secretary of State says in reply to a question about paid leave for part-time government employees (p.7847).*

**July 12**—*NES office areas designated under the special capital cost allowances program include: Cornwall, Elliot Lake and Windsor, Ont.; Amherst, New Glasgow and Springhill, N.S.; the Minister of Labour says in replying to a question. Localities designated under the program are: Milltown and Grand Falls-St. Leonard, N.B. Other particulars relating to the program are given (p. 7984).*

**July 13**—*A reduction in the number of tank car operators employed by the various fuel companies at Montreal's international airport has been brought about by the inauguration of an aircraft fuel feeding pipe system, the Minister of Transport tells a questioner. This service is operated by a Canadian company, incorporated in Canada and controlled by Canadians, he adds. The question contained the statement that several hundred employees had been laid off "as a result of the granting of a lubrication service contract to an American firm" (p.7988).*

*The case of the 13 persons who came to Ottawa in the march of the unemployed and who lost their unemployment insurance benefits for that day now lies within the jurisdiction of the Umpire to whom appeals were made, the Minister of Labour says in reply to a question. He adds that he has no jurisdiction over the activities of the Umpire (p. 7989).*

**Adjournment of the House until September 7**, at 2.30 p.m., is moved by the Prime Minister, and the motion is agreed to (p.8049).





**Hon. Michael Starr**

## **LABOUR DAY MESSAGES**

### **The Minister of Labour**

Extending greetings to the working population of Canada on the eve of another Labour Day, I am pleased to note that, on balance, the signs point once again toward another year of steady progress for Canadian labour in 1961.

Most indicators of economic activity are turned in an upward direction. The labour force has continued to expand, labour income so far this year is higher than in 1960, and impressive gains in wages and working conditions have been made during the year. In April 1961, for example, average weekly wages and salaries in Canada showed an increase of more than 3 per cent over 1960. Further, these advances have been shared widely by workers in various industries and have occurred against a background of a very modest increase in consumer prices.

A further indication of the healthy state of Canadian industrial life is that in 1960 time lost through strikes was equivalent to only 0.06 per cent of the total time worked by non-agricultural paid workers. On the basis of a 2000-hour work year, this amounts to slightly more than one hour for each worker. It is the lowest annual total for any year since the end of World War II.

We don't have to go back many years to realize the tremendous strides that have been made in Canada in improving working and living conditions of all Canadians. Five years ago, for example, 58 per cent of plant employees in Canadian manufacturing worked a standard work week of 40 hours or less. By 1960 this had reached 70 per cent.

Almost all plant employees now work in establishments which provide paid vacations of two weeks or more. More are enjoying longer vacations. Five years ago only 3 per cent of manufacturing employees were eligible for three-week vacations after less than 15 years service. By last year the proportion had jumped to 21 per cent.

Five years ago 56 per cent of manufacturing employees were eligible for at least eight paid statutory holidays a year. Last year the figures reached 71 per cent.

Pension plan benefits for wage earners are becoming more common. Sixty per cent of plant employees in manufacturing were eligible for pension plans five years ago; this year nearly 70 per cent are eligible. Now consideration is being given to the transfer of pension rights from employer to employer.

These examples provide a good indication of the progress that has been made in labour-management relations in recent years.

Great credit must go to organized labour for its vigorous action over the years. Similar credit must go to a great many modern employers with an enlightened point of view on labour-management relations.

However, it must be obvious that in addition to the co-operative action of labour and the increasing acceptance by employers of the idea that Labour is a partner in production, these very worthwhile social advances would not have been possible without marked increases in the general efficiency of production.

All of these beneficial advances have cost money, and to pay for them, more efficient methods and better machines have had to be introduced. This was inevitable. But progress often seems to cause hardship for some, and with increased efficiency in methods of production, fewer workers have been needed by many industries. Although the large majority of Canadians have experienced a rise in their standard of living and increased job security in recent years, there are many who have found it difficult to maintain any real continuity of employment. Many who have been displaced by machines are in the unskilled and semi-skilled category and unable to secure the more highly skilled and technical jobs offered today.

Many efforts are being made to increase over-all employment by increasing the markets for Canadian goods, at home and abroad, and by fostering new and diversified industries, particularly in smaller communities. Investment capital is being encouraged into depressed areas by tax concessions, and efforts are being made to increase the availability of credit for investment purposes generally.

At the same time, it has been recognized that many Canadians need retraining if they are to obtain employment in our modern industries. Young people entering employment will require more education and training if we are to prevent a continuing group of surplus workers in the unskilled category.

To this end the Government of Canada is co-operating with that of each of the provinces to increase vocational and technical training facilities as fast as they can be erected. Federal contributions, covering 75 per cent of the cost of the facilities, will reach \$45,000,000 this year—5 times the amount provided in previous years.

However, the anticipated marked increase in training facilities in the next few years will not achieve the objective of more skilled and technically trained Canadians, with greater employability, unless young people of school-attending age are encouraged to seek vocational, trades, and technical training, remain in school until they finish their courses, and generally fit themselves for advanced training in industry.

All parents, teachers and community leaders have a responsibility to see that young Canadians know the facts and realize their significance. More employers must introduce training programs which will help offer steady employment to young Canadians in their own communities. Employers must



not depend on others to train their workers for them or on going abroad to recruit them. Governments at all levels must ensure that there are sufficient schools offering trades and technical training, servicing as many communities as possible. In all this, particularly at the community and industry level, Organized Labour along with employers can play a crucial role.

**Claude Jodoin,**  
President,  
Canadian Labour Congress



Labour Day is traditionally a time of stocktaking for the labour movement. While it is natural that we should look back on the months since we last observed this holiday, it is even more important that we look to the future.

Organized Labour has, through the years, established itself in our society; today the role we have to play is more important than ever. We are, indeed, living in challenging times.

The waste and suffering that has resulted from unemployment in the past year has been stark evidence of our failure to meet the economic needs of our people. This imposed idleness of workers who would, and who could contribute so much to our national production has resulted from several causes. Some of these are conditions which we have experienced in the past; others come from great changes which are taking place in our economy. Regardless of the cause the price is the same.

We are now nearing the time of year when jobs become increasingly scarce. There should be no hesitation in applying courage and imagination to this, the most important of the problems we face in our domestic economy. We have attained knowledge and ability which can provide a better and a fuller life for all. We must not allow abundance to become a social hazard.

The Canadian Labour Congress has advanced programs and suggestions and has repeatedly called on governments at all levels, and most particularly on the federal government, to provide new leadership in combatting unemployment.

While we have directed our comments to the governments, we clearly recognize that in this, as in so many other matters, there is great need for better understanding and co-operation between the various sections of our society. Those who work in factories, those who labour on farms, those who hold management responsibilities, those who follow the professions, and all Canadians share a citizenship in which we can take pride. We can only fulfill our responsibilities as Canadian citizens if we work together toward common aims.

The challenges we face are not to be found only within our own borders. We become increasingly and inescapably involved in world affairs; and, indeed, it would be an evasion of our national responsibilities if we were to try to avoid such involvement.

There is need now, as never before, for understanding of the critical international situation we face. The stakes are high—the future of mankind itself is involved. The Canadian Labour Congress has taken a very firm position opposing the continuation of nuclear tests and advocating universal disarmament. We are opposed to Canada extending the membership of the nuclear club by accepting nuclear weapons. We look at the day, and we hope it may be soon, when those nations which now have nuclear arms will agree to disarm.

At the same time we are realistic enough to realize that one nation alone, or one group of nations alone, cannot be expected to abandon these devastating weapons unless other nations take the same action simultaneously.



We think we are also being realistic when we say that this is no time for Canada to abandon her friends. Neutralism is an illusion. We must work together with those who by tradition and association have been our friends; so that, through the United Nations, we can contribute to a world in which peace and understanding can prevail.

Both as a nation, and as a member of a group of nations, we must make real contributions toward such a world. It is not enough for us to be against slavery; we must

be for freedom. It is not enough to decry poverty and starvation; we must contribute to a better life for those less fortunate.

These, in the broadest terms, are some of the challenges we now face, and they must be met without delay. We will only succeed if we work together in these common causes which so far outweigh the particular interests of one group or another. Organized Labour in Canada, on this our national holiday, must dedicate itself to this purpose.



**Jean Marchand,**  
General President,  
Confederation of National Trade Unions

We have long believed that North America's high industrial productivity and high standard of living were exclusive products of our economic system. There was always unemployment, but it was considered "the price of our unequaled prosperity".

Current experiments throughout the world are showing that the philosophy that inspired the creation and development of our economic institutions is not the only one to bring about a rapid increase in the welfare of people. These experiments are all the more valuable as they are not accompanied by unemployment. I know that often this progress is realized at the expense of individual liberty. However, this is not so in every case.

Economic life must definitely be directed towards the common good and no longer serve the only interests of capital. No longer must the workers be strangers to the undertaking. Responsibilities must be shared and the economy must become democratic. At the same time, the Government must follow closely the activities of individuals and private institutions so that maximum pros-

perity and full employment be attained. If we do not keep in mind these aims and if we fail to take measures to reach them, we can expect the worst.

The working classes are ready to co-operate with the Government and the other classes of society in order to solve the important problems which are facing us. The refusal of this offer of co-operation would have tragic consequences for our future.

Let us hope that Labour Day 1961 will awaken our political and economic leaders in time so that they may steer clear of the shoals that threaten us on all sides.

The Canadian people will not tolerate forever that our economy be burdened with hundreds of thousands of unemployed who spread poverty and insecurity throughout the country. Freedom of enterprise is a secondary concern compared to the freedom of human beings and to their right to earn an honourable living.

Canadian workers can count on trade unionism in their fight for social and economic emancipation.

**A.A. Hutchinson,**  
Chairman,  
National Legislative Committee,  
International Railway Brotherhoods



At this time of year, when labour celebrates its own particular day, we look back to try to evaluate the benefits, or otherwise, for labour during the past year.

In 1961 the review is not such as to cause us any rejoicing. We have come through a year of the worst unemployment situation that Canada has experienced, in many years, and while the outlook, at this writing, is more hopeful for the next year there are aspects which give cause for doubt.

The devastation in the Western Provinces caused by drought is reason for the labour forces in the whole of Canada to worry, not only in the West. As one of our basic industries, agriculture, is affected, the effect is bound to be felt on all industry in Canada. Particularly does the matter interest railway labour, as the movement of agricultural products forms a large part of the traffic which falls to the railways to handle.

This is true because the railways, as common carriers, are required to move all traffic offered and may not, as some of their competitors do, pick and choose the higher grades of traffic which yields larger returns per ton. In other words, the railways get the skimmed milk after others have taken the

cream and railway labour is interested in seeing that there is a good supply of "skimmed milk".

Displacement of railway labour by mechanization and automation continues, and while some optimists tell us that eventually the introduction of mechanization and automation on a large scale will benefit labour we are still waiting to see the benefits appear, on the railways.

There is a chance that devaluation of our currency may help our export trade. Railway labour is hopeful that such will be the case, and that the volume of export traffic in commodities other than agricultural products will help to offset the bad results of what nature has done to Western Canada agriculture.

Labour, generally, is pleased that we have got through a year of uneasy peace without any major conflicts. It is hoped that the good will of the people who labour throughout the world will prevail to prevent the catastrophe of a major conflict. The labouring people of all nations do not want any such horror as it will be the labouring people who will bear the heaviest impact.

# Labour Legislation in Quebec

Professor Roger Chartier, of Laval University, speaking at the 33rd Annual Meeting of the Canadian Political Science Association, appraises some of Quebec's arrangements for the settlement of industrial relations disputes

The confusion inherent in the labour legislation of the province of Quebec, which he held to be typical of North American labour legislation in general, was the theme of an address given by Prof. Roger Chartier of Laval University at the 33rd Annual Meeting of the Canadian Political Science Association in Montreal in June. The title of his address was, "Labour Legislation in Quebec: A Study in Fear, Freedom and Conflict."

With its compulsory "cooling off" period before strike action and its statutory third-party intervention in "interests" disputes, Quebec Labour law stood half way between the present voluntary system of Saskatchewan and that of the pre-Taft-Hartley United States, on the one hand; and on the other, the "heavy and rigid government intervention" of Australia and New Zealand, Prof. Chartier said.

The confusion in Quebec labour legislation, the speaker pointed out, is of more than one kind. There is confusion of language shown in the use of the term "council of arbitration" to describe what is really a conciliation board. There is confusion in the failure to distinguish clearly between "conflicts of interests" and "conflicts of rights". These two kinds of confusion, however, he said, are secondary in importance to the "basic opposition which I believe exists between our conciliation legislation, both negative in outlook and fearful of socio-economic disputes, and the fundamental tenets of a free and democratic society."

This fear, he believed, "is implicit in most North American labour legislation," and it is "based mainly on a lopsided and vastly pessimistic understanding and appraisal of industrial conflict and of the elementary psychology of the groups involved."

To take exception even to the confusion involved in referring to "those tripartite boards which have to do solely with second-step, more formal conciliation" as "councils of arbitration" is more than a vain exercise in semantics, because most of the other difficulties that he was about to describe could be traced to this initial ambiguity, Prof. Chartier contended.

As for the failure of Quebec legislation to distinguish clearly between "conflicts of interest" and conflicts of rights," he continued:

My contention is... that it is partly wrong to equate grievances with rights disputes only, and to limit interests disputes to the pre-contract phase. For it should be obvious to all that many disputes arising while an agreement is in force cannot be dealt with, and disposed of, on the basis of clear, predetermined rights explicitly defined in the contract. Such disputes, therefore, call much more for negotiation and conciliation than for binding arbitration.

Prof. Chartier went on to speak of the difficulties of a conciliation officer whose intervention was imposed as the first step in a compulsory procedure of dispute settlement. "It is the very imposition of the conciliator by statute that incites powerful unions and managements to treat him cavalierly, as an ally or as a scapegoat, especially so in the hypotheses of a tense political environment." The conciliation officer's services were usually most welcome in cases where collective bargaining was comparatively new or weak, and where the parties were groping their way; or in cases where one of the parties was much weaker than the other and consequently needed outside help.

The most difficult part of all, however, was that of the impartial chairman of the conciliation board. "He is usually subject to much more pressure than enlightenment from his two colleagues on the board, and his first duty is to serve the two parties immediately involved, and not a vague common good nor even the Minister of Labour who appoints him." But although the board's recommendations were not binding, its "award" might "exert strong moral pressure on the parties if the chairman is a man of competence and integrity backed by public opinion."

"In conflicts of interests, which are both complex and economically important, the chairman must realize with all humility how few and uncertain are the criteria now in use, let alone the economic 'facts' which are relevant," the speaker said. "Such criteria are hard to define, and then to weigh and rank, for even the best of economists. And even if economic science had all the answers, the fact remains that decisions and demands on economic matters by both parties are primarily political in character."

"Conflicts of interests stem from the antagonism of two freedoms which, left undefined by law, may claim to total discretion. Such being the case, the chairman has no choice but to be primarily a man



of conciliation rather than a man of awards, never attempting to pass judgment as a magistrate would do in a court of law, and always seeking the very mobile point of mutual acceptability at which the parties may agree."

Another source of confusion in Quebec legislation was the role of the two representatives of the parties on the so-called "council of arbitration". They are in no way arbitrators, especially over conflicts of interests. "They may rather be viewed as lay assessors trying to enlighten the chairman on the merits of a given viewpoint (their own!) and to get the best possible deal for their party," Prof. Chartier said.

The decision of a conciliation board is usually at best an educated guess, as far as interests disputes are concerned, and it can make little claim to scientific accuracy. "Therefore, such an 'award' should get as little publicity as possible, and should not be used as a precedent," the speaker thought. In Quebec, recommendations of this kind were usually "generously distributed", but Ontario had a different policy. If these recommendations were made public prematurely it was liable to have the effect of prejudicing negotiations and delaying settlement of the dispute.

The main confusion inherent in Quebec labour legislation, however, Prof. Chartier contended, is the opposition between freedom, on the one side, and fear on the other.

After referring to "the deepest and most practical regard for the freedoms which are the very essence of our democratic society," the speaker went on to say that "freedom of contract in industrial relations means *free* collective bargaining, unhampered by procedural compulsions and totally in the hands of the two parties directly involved. It is my contention that, in Quebec as well as in most Canadian provinces, freedom has given way to extreme caution and even fear in the legal field of disputes settlement. Emergencies have set the pace for our conciliation procedure, which today hardly fits reality and certainly does not correspond to our ideal of economic freedom of action for all."

If the principles of liberty are to apply in the field of union-management relations, Prof. Chartier said, the following rules should be observed:

As few restrictions as possible should be forced upon the parties with regard to what constitutes a dispute or a working condition.

Conciliation procedure by government should be at the option of the parties, and legislation should provide alternatives.

If some steps in conciliation continue to be compulsory for a time, they should be as short and swift as possible.

Conciliation should aim not only to prevent strikes, but also to help and inform the parties.

In Canada, these rules are applied only in Saskatchewan, the speaker said. Everywhere else a set procedure of government conciliation is compulsory, no alternatives are given, and the steps in the procedure are designed to take up time, doubtless in the hope that the parties will gradually "cool off". "In other words, our legislators have been led by fear rather than by freedom in the field of industrial conciliation of interests disputes," the object feared being the strike, he pointed out.

"The strike, however legal and peaceful, has never been a welcome institution in our society," and strikes are given undue publicity. "The public is easily bothered by a strike," Prof. Chartier said, and as a rule the employers naturally hate strikes. "...The real importance of strikes is the public reaction which they provoke, inasmuch as it is hostile to collective bargaining, the very foundation of democracy in union-management relations."

By causing the parties to delay serious attempts to reach agreement until the conciliation procedure has been completed, and by frequently causing them to take up rigid positions during the long period of delay, "the prolonged intervention of the state in union-management relations for conciliation purposes unwittingly leads to more conflict of a more violent nature when it was originally intended to avoid conflicting manifestations at all costs," Prof. Chartier argued.

The fear of strikes has led law makers to create the legal means, which although designed to promote order and peace, actually foster the outbreak of violent conflict, he said. "Fear has created its object, the strike, and has magnified and multiplied it."

His main argument, the speaker said, was that the fear of strikes shared by the public and the legislators sprang from "an erroneous notion of conflict, social and especially industrial, and from a false evaluation of its functions and dysfunctions for individuals, groups, and societies."

Going on to discuss the nature and functions of social conflict, Prof. Chartier said in part:

Conflict simply cannot be excluded from social life... It is everywhere to be found: in the family and other primary groups, in and between political, economic, administrative and other groups and finally between nations. And once it is institutionalized it becomes an essential ingredient of the social structures... Social conflict, despite the harm which it may cause under certain conditions, is a useful and necessary stimulus for social change... In other words, groups cannot forever be perfectly harmonious or perfectly conflict-ridden...

Furthermore, conflict is a dynamic force which helps a group or a society rid itself of violently disagreeable elements which tend to weaken it, the end result being a more solid and better adjusted unity. Acting as a safety valve, it reduces conflict of a more violent and persistent nature...

In the industrial relations field, Prof. Chartier said, the strike is only one of many expressions of conflict, and by no means the most costly one. In cost it is greatly exceeded by systematic slow-downs, sabotage, excessive turnover, absenteeism and lateness, grievances, waste, petty thefts, and so on.

Other postulates regarding strikes laid down by the speaker were:

In a society where lockouts are not socially acceptable and are seldom resorted to, a strike is the responsibility of both union and management, although the union by taking the first step appears as the aggressor.

A world where either the employer or the union was too weak to make a stand or did not choose to do so, would not be a healthy world, and it would maintain a semblance of harmony at too high a price in a democracy.

The strike is an essential part of collective bargaining, even though the *threat* of a strike is often sufficient. Without it, the parties would be dangerously complacent.

The strike is a catharsis of industrial tensions, reducing them by airing grievances, suggesting

improvements and establishing a new "order" that may be more acceptable to the parties than the old.

The strike is a symbol of freedom and independence in a democratic society.

"The very fact that it occurs occasionally or can happen is a clear indication of the vitality of a society and of the liberty therein. One might say that here is an economically and socially expensive symbol; and yet, the alternative to it is totalitarianism... It stands as a witness to the freedom of a group of workers who, refusing their employer's terms, collectively refuse him their labour; it also bears witness to the employer's freedom to provoke more or less directly a test of strength with the union representing his employees.

"Is freedom at that price really such an expensive gadget?" Prof. Chartier asked. "...I am firmly convinced that it is better to give freedom a chance and to run the risk of some inconvenience and abuse than to make the sure mistake, from the start, of accepting as a guide a fear which is totally unworthy of men who are supposed to be the embodiment of a genuine democracy."

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## Government Supervised Strike Votes

A summary of a new book by Prof. F. R. Anton, of the Department of Political Economy, University of Alberta, who was assisted in this work by a grant in aid of research under the Labour Department-University Research Program

This study examines the proposal that governments should enact legislation prohibiting strikes until a supervised vote, by secret ballot, has been taken among employees involved in a dispute and a majority have authorized their leaders to take strike action. Proponents of such legislation rest their case, in the main, on two assertions:

(1) that the existence of strike vote legislation reduces the number of strikes; and

(2) that only by means of a supervised strike vote are employees assured of the opportunity of expressing their "true feelings" on strike action without fear of censure or intimidation.

The proposal has already resulted in a certain amount of legislation. During World War II, the Dominion Government (under Order-in-Council P.C. 7307\*) required that supervised strike vote be taken—

\*Text of this Order in Council was published in the *LABOUR GAZETTE*, 1941, p. 1209.

after all steps in conciliation had been exhausted—before a union might legally call a strike in any industry coming under the jurisdiction of the federal parliament. In the United States similar provisions were enacted under the War Labour Disputes Act (Smith-Connally Act), while currently, the Labor-Management Relations Act of 1947 (Taft-Hartley Act) provides for a government conducted strike vote in national emergency disputes which are still unsettled after an injunction against a work stoppage has been in effect for sixty days.

The Provinces of Alberta and British Columbia have also imposed a strike vote requirement. Alberta requires compulsory supervision of strike voting before a strike may legally take place. British Columbia provides for a strike vote which may, if requested by either party to the dispute, be supervised by an agent of the government. In the United States, the State of Michigan also calls for a government-conducted strike vote when the dispute in question comes under the jurisdiction of the

State's labour legislation; likewise, a number of other States in the Union have legislated that it is an unfair labour practice for workers to engage in a strike without majority authorization of the employees in the bargaining unit.

Interest in strike voting was stimulated early in 1954 when President Eisenhower in his labour legislation recommendations to Congress suggested that on strike issues a worker should be given an opportunity to express his choice by secret ballot held under government supervision. In Canada, debate on the merit of strike vote legislation is still active and widespread. Employer associations frequently adopt resolutions at their provincial or national conventions urging the federal and provincial governments to implement strike vote legislation; provincial federations of labour generally oppose such resolutions. This study examines some of the issues involved in the proposal.

The lines of investigation followed are:

(1) The results of strike votes conducted under the legislation during World War II and in the post-war period are analyzed.

(2) Arguments advanced in support of supervised strike vote legislation are examined in the light of strike voting results.

(3) The strike vote legislation proposal is considered from the point of view of labour leaders and others who oppose it.

### Strike-Voting Legislation: A Background Study

The study outlines the development of federal labour legislation in Canada and traces the influence of this legislation on subsequent provincial statutes. Supervised strike voting experience (under the Dominion Order-in-Council P.C. 7307 and the United States' War Labour Disputes Act) during World War II is reviewed in order to provide a background against which post-war strike vote legislation in Alberta and British Columbia may be examined. Within the framework of Alberta's labour laws certain compulsory voting provisions are considered and the link between mandatory voting on conciliation board awards and strikes is established. A case history of a work-stoppage illustrates the subtler aspects of compulsory voting. The strike vote requirement under British Columbia labour laws is summarized as are data of the results of strike votes conducted in the province. Strike control provisions imposed on union locals by their international constitutions are tabulated and the strike procedures followed in Alberta by some union locals are considered. The results of strike votes conducted under the requirements of the Michigan Labor Mediation Act are also tabulated;

A book on *Government Supervised Strike Votes*, written by Prof. F. R. Anton, of the Department of Political Economy, University of Alberta, has recently been published.\*

In the course of his work, Prof. Anton received grants in aid of research from the Labour Department-University Research Committee (L.G., 1958, p. 1112). These grants are awarded for studies in the field of labour-management relations.

Prof. Anton's book, divided into nine chapters, covers the federal strike vote experience in Canada and the United States during World War II; labour legislation in Alberta; supervised voting provisions in the Alberta Labour Act; supervised strike voting in British Columbia; strike vote procedures of local unions; compulsory strike vote legislation; and general issues involved in supervised strike voting.

Conclusions drawn by Prof. Anton concern strike vote legislation experience and procedures and arguments in favour of or against strike vote legislation.

Appendix A summarizes and gives the text of important legal restrictions on the right to strike. Outline of the questionnaire used in strike vote study in Alberta is given in Appendix B. A bibliography of pertinent literature is included.

This summary of *Government Supervised Strike Votes* has been prepared by the author for the Labour Department-University Research Committee.

in addition, data on a number of union-conducted strike votes in Queensland, Australia, are given. Finally, there is a discussion of the major issues involved in mandatory strike voting, with some tentative conclusions drawn on the basis of the evidence presented.

### Wartime Federal Legislation

With the outbreak of World War II, steps were taken by the Dominion Government to improve the federal machinery for settling the increasing number of industrial disputes. On November 7, 1939, under the powers conferred by Parliament under the War Measures Act, the scope of The Industrial Disputes Investigation Act was enlarged to include industries engaged in war production. Thus many industries previously under provincial jurisdiction were brought within the scope of the Act.

\*Available from the publisher, C.C.H. Canadian Limited, 1200 Lawrence Avenue West, Toronto; pp. 245; price \$9.00.



Among extensions of the Act's provisions was a clause which made it unlawful for an employer to declare a lockout, or employees to go on strike, until a report had been submitted to the Minister of Labour by a Board of Conciliation and Investigation. Further powers were granted the Minister, under Order-in-Council P.C. 7307 of September 1941, to prohibit strikes until after a strike vote had been taken. The order required that before employees take a strike vote or go on strike they notify the Minister of their intent. If the Minister felt that a work-stoppage would hinder war production he could order that the strike vote be supervised by his Department. All employees who, in his opinion, were affected by the dispute were entitled to vote and only where a majority of those entitled to vote cast their ballots in favour of it could strike take place.

P.C. 7307 remained in force until September 1944 during which period there were thirty-six applications for supervision of strike votes. Sixteen disputes were resolved before a strike vote was taken. Votes were, however, conducted in twenty disputes; the employees involved voted in favour of strike action in fifteen cases, against strike action in five cases. Of the total number of employees participating in the twenty supervised elections, over 85 per cent voted in favour of going on strike. Twelve strikes occurred after all the provisions of the Order had been complied with.

As in Canada, the War Labour Dispute Act of 1943, also provides for the taking of strike votes. The stated purpose of the strike vote clause was to inform the President of disputes which threatened to interrupt war production and to allow employees "an opportunity to express themselves, free from restraint and coercion, as to whether they will permit interruption in war time." The Act authorized the President to seize establishments needed for the war effort if production was threatened by a work-stoppage; it was a criminal offence for a trade union to call a strike in any plant seized by the government.

Strikes were also prohibited in privately operated establishments unless a 30-day strike notice had been filed. If the dispute was not settled, the National Labor Relations Board was required to conduct a secret ballot vote to find out whether the employees concerned wished to go on strike. The vote was conducted among those employees regarded as forming the collective bargaining unit. No criminal penalties were imposed for violating the strike vote provision of the Act, but a civil suit could be brought against violators by either the government or any other party injured by

the strike. It was legal, if the government had not seized the plant, for the union to strike after the thirty-day "cooling-off" period, irrespective of whether a majority of the employees involved had voted against strike action.

During the two-and-a-half years that these provisions were in effect the N.L.R.B. conducted over 2,000 strike votes involving almost three million eligible voters. Eighty-five per cent of the voting units gave their leaders majority authorization to call a strike. Of the total number of eligible voters who cast ballots, 80 per cent voted for a strike. Strikes occurred in about 15 per cent of the cases where all the provisions of the Act had been fulfilled.

### Provincial Legislation

By an amendment to the Industrial Conciliation and Arbitration Act of 1938, the Province of Alberta has required a supervised strike vote since 1945. The current Labour Act requires that:

(a) no trade union, no officer or representative of a trade union . . . shall authorize or call a strike, and

(b) no employee shall go on strike, until a vote has taken place under the supervision of the Board (of Industrial Relations) . . . and a majority of the employees entitled to vote have voted in favour of a strike.

The results of strike votes conducted in Alberta during the years 1954-1958 indicate that over 71 per cent of the valid votes cast were in favour of strike action. Fifteen legal strikes occurred in the period under review. The majority authorization required for a strike is not a majority of the votes cast by each voting unit, but rather a majority of those workers entitled to vote in each unit.

In common with Alberta, the 1937 Industrial Conciliation and Arbitration Act of British Columbia required that on questions of acceptance or rejection of what were called arbitration awards, an award should be submitted to a vote supervised by the Minister of Labour. After the war, when the Province resumed its normal jurisdiction over labour relations, the above Act was repealed and replaced by a new Act of the same name. The latter was based on the old Act, the innovations consisting mainly of features contained in the wartime federal labour code. One such innovation was the compulsory supervised strike vote provision. In principle the statute followed that of the Alberta Labour Act, particularly with regard to the conciliation procedures to be followed by a union before members could strike or an employer cause a lockout. One important difference was that majority

authorization of the employees who voted was considered adequate for union leaders to take strike action, rather than majority approval of those entitled to vote, as in Alberta.

The British Columbia Act no longer stipulates that the strike vote be government supervised, but requires that "at the request of either party to a dispute, the Minister shall appoint a person or persons to conduct the taking and counting of the vote . . ." It is, however, compulsory that a strike vote be taken and a majority vote in favour of strike action before a strike may legally occur; but if no request is made to the Minister, the vote is not supervised. The experience of the Department of Labour has been that in almost every case supervision is requested by either the employer, the union or both.

In British Columbia, during the seven-year period 1952-1958 for which data are available, a total of 120,000 eligible voters were involved in strike votes; nearly 90 per cent of these voters cast valid ballots. Of the valid votes cast, 88 per cent favoured strike action. An average of 28 legal strikes occurred each year during this interval.

The State of Michigan requires, under its Labor Mediation Act, that when parties to an industrial dispute are unable to resolve their differences, they must submit the dispute to a tripartite mediation board. Failing settlement, the Labor Mediation Board may conduct a supervised strike vote by secret ballot among the employees in the bargaining unit involved. Strikes are forbidden under the Act unless a majority of the employees, casting valid ballots, authorize strike action. Of the strike votes conducted by the Board during the period 1952-1958, over 55 per cent resulted in strike authorization by a majority of those casting votes in the units involved; slightly over 55 per cent of the valid votes cast, were in favour of strike action. As in Alberta and British Columbia, non-union members are permitted to vote in elections conducted by the Board.

### Reasons for Strike Vote Regulations

Strike vote legislation was enacted in wartime with the aim of limiting the power of trade unions to call strike indiscriminately. The intention was to keep the number of strikes to a minimum and thus enable war production to be maximized. There is no evidence available to indicate if the legislation achieved this desired aim, but spokesmen for both the Canadian and United States governments have expressed the view that the requirement did little to

impede strikes. In fact the results indicate that in no important dispute did workers vote against strike action.

Reasons have been given by observers, from time to time, why strike vote legislation is required in Alberta and British Columbia. An outbreak of strikes followed in the wake of World War II. It was alleged that some of these strikes occurred because the unions involved were Communist-dominated. To curb such influence, employer associations and members of the public agitated for tighter legislative controls, including the requirement of a secret strike vote to be conducted by the government. It was also argued that such legislation was desirable on the ground that it would guarantee both union and non-union employees the right to express their feelings on strike action without fear of censure, discrimination or retribution.

The results of strike voting conducted in British Columbia and Alberta suggest that workers in the former province granted approval for strike action more readily than did workers in Alberta. The assertion that supervised strike voting tends to reduce the number of strikes does not gain much support from the results of this study. The fact that a number of votes were conducted in which majority authorization to strike was withheld need not imply that strikes were avoided solely because of the voting provision. There is no way of knowing whether or not strikes would have taken place in the absence of a supervised vote.

The second assertion, that only by means of a secret ballot strike vote can employees involved in a dispute express their "true feelings" about striking, is a subjective matter concerning the procedure some think it is desirable for unions and employees to follow before being permitted to strike. The evidence available on strike control provisions imposed on union locals, by their international constitutions, suggests that most unions are obliged to follow "democratic" procedures when seeking strike authorization from their membership. In addition, unions usually must obtain head office permission before calling a strike.

Supporters of strike voting question the ethics of union strike control procedures. They also assert that some union leaders are able to exert persuasive power over the rank-and-file. In their view, the government is justified in requiring impartial supervision of strike votes. Union leaders deride these views and point to the evidence available on strike voting to show that there were many instances where strike authorization was withheld. They also argue that a strike is resorted to only after all attempts at a peaceful settlement have failed; some



leaders add that, occasionally, it is the rank-and-file who are strike-prone and must be restrained. The supervised strike vote requirement is seen as a restriction on the right to strike and an attempt to jeopardize the security of the union. More significantly, a number of union spokesmen maintain that the vote militates against sound labour-management relations in that it delays "real" negotiations until the legislative hurdle has been cleared.

### Conclusions

The author of the study concludes that there is no strong evidence available to support or deny the assertion that the require-

ment of supervised strike votes acts as a deterrent to work-stoppages. On the basis of the results and the tentative conclusions derived from these, there does not appear to be any clear-cut, *Prima facie* case why strike vote legislation should be adopted by the federal government or those provinces which are under pressure to enact such a measure. It is emphasized, however, that because of the limitations of the data, any conclusions drawn and observations made in the study from these separate lines of investigation are tentative only—suggesting tendencies rather than offering positive evidence.

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## Need Seen to Adapt our Motives and Methods in Collective Bargaining

Karl E. Scott, President of the Ford Motor Co. of Canada, suggests three changes to improve the state of industrial relations in Canada and lays down four main tactical principles that should govern future negotiations

Our system of collective bargaining in Canada is seriously hampered by our outdated attitudes toward it, and of all the various phases of our evolving economy our motives and methods in collective bargaining have least adapted themselves to the new demands of world competition. This was the opinion expressed by Karl E. Scott, President of the Ford Motor Co. of Canada, in an address delivered before the British Columbia Chamber of Commerce in Vancouver recently.

Under the stimulus of the problems that are harassing Canadians in a changing world economy, "there is a solemn realization that our historic Canadian qualities of ingenuity and boldness are being severely tested. Growing out of this, there is a willingness among an increasing number of our business leaders to jettison outdated practices and habits, no matter how traditional, which jeopardize our ability to compete. There is a vigorous spirit of inquiry into new and better methods of managing the nation's business for the greater benefit of all Canadians," said Mr. Scott.

For this reason, he asserted, it is timely that our present collective bargaining attitudes and methods be exposed to public scrutiny and discussion, and it is right that our labour-management relations should be "dissected in the same forthright manner in which, as I have indicated, Canadians are re-evaluating other factors which directly affect the present-day lives and future prospects of every Canadian man, woman and child."

Three suggestions for improving the state of industrial relations in Canada were made by the speaker:

First, business leaders must re-affirm their belief in the principle of collective bargaining. Acceptance of this principle by management must, however, presuppose that collective bargaining is rendering service to the economy as a whole. "All too intolerable, as is too often the fact, are the repetitive excessive demands made on individual industries, penalizing their competitive abilities, and jeopardizing the economy."

Secondly, all Canadians, including union leaders and union members, must recognize that the Canadian industrial system, and with it the system of collective bargaining, is at a crossroads in its development. The competition of overseas products in both quality and price is strong, and "obviously, collective bargaining cannot create jobs for Canadians if, in the first place, we cannot get customers for our products."

Finally, all Canadians engaged in industry, including management, employees and responsible union leaders, must in their own interests, voluntarily re-orient their attitudes toward collective bargaining in the context of Canada's new world environment. "Postures taken at Canadian bargaining tables should be governed by the realities of the world economic explosion."

The adoption of new attitudes toward collective bargaining does not imply the surrender of traditional prerogatives by any participant, Mr. Scott said, but it does mean



a recognition by all concerned that the nation's economic dilemma is urgent. It also means that the recognition should be stated publicly so that there shall be "no deception of the public at this critical period in our history."

"There is no further room for cynicism or selfish interest if Canada is to achieve a constructive, rather than, as is too frequently the case at present, a disruptive collective bargaining climate. Dissenting individuals and groups, therefore, must be held accountable to the public to the degree that further aggravations of our economic maladies will be attributable to them," the speaker said.

He pointed out that the stage was admirably set for the eradication of obstructive abuses from Canadian collective bargaining, because "never before in our history have the people who manage our companies and the people who work in our companies been so similar in so many ways."

"For example, management of our free enterprise companies increasingly is directed by managers who are employees, rather than proprietors." Present day managers do not comprise a "preordained elite class," and do not wield extensive powers over the economy. "Actually, they can fail to heed the discipline of the market only at peril to themselves, their businesses and the jobs these create."

The employees also have long outgrown, both intellectually and materially, the position that at one time justified the now outdated slogans about the "exploitation of the masses."

Mr. Scott laid down four main tactical principles that he said should in future govern negotiating postures taken by all participants:

First, there should be a minimum of government intervention in private enterprise, or recourse to government. Our ability to continue to compete internationally in the long-term cannot be legislated or subsidized."

"Second, economic factors in foreign countries are not necessarily valid in Canada. Attempts to apply them in Canadian collective bargaining needlessly create fictitious bases for disagreement." For example, for Canadian labour negotiators to aim at wage parity with the United States "is certainly sentimentally desirable, but practically unsound because of the fundamental differences between the two national economies, including Canada's small domestic market and lack of mass production volumes."

It was also unreasonable for management to take the lower wage rates that prevail in Europe as a guide in collective bargaining. For Canadians to reduce their living standard drastically did not appear to be necessary, "provided each of us can diligently back it up by contributing to the growth of our national productivity made necessary by world-wide competition."

"Third, short-term economic situations should not be exploited in order to enforce unreasonable or unfair demands, either by management or organized labour."

"Fourth, there should be no abdication of basic rights by either labour or management." Management employees must continue to recognize the unions' right to organize and to expect management to bargain in good faith. Management employees, on the other hand, cannot consider anything that would significantly impair the right of management to manage.

"It is my sincere conviction that if management and labour honestly and resolutely will subscribe to such basic principles of collective bargaining in Canada, the attainment of our most urgent economic objectives will be assured.

"These objectives include the following: Contrary to frequent claims, management does share with all Canadians the desire to stabilize and expand employment in this country. Apart from purely humane reasons, this is essential to provide us with a growing domestic market.

"Let me warn, however, that employment growth must result from competitive achievements. It cannot be created and sustained through artificial arrangements. Such devices or gimmicks may provide a few temporary jobs, but they also will impose burdensome costs on the industry involved, thus creating competitive disadvantages which inevitably must result in fewer customers and more layoffs," Mr. Scott said.

Employees represented by unions must share management's recognition of the need to keep on modernizing and expanding plants where necessary, in order to compete better.

Improving the quality of our products, the speaker said, is important from a competitive point of view, and it is in this sphere that trade unionism can make one of its most vital contributions. "Quality must be built into our products during the manufacturing process—it cannot be inspected into products afterward. This calls for special dedication by all Canadians to their jobs—a dedication which union leaders and members can help inspire.

"Finally, both management and labour in Canada are increasingly aware of the

premium placed on industrial skills of an ever-increasing variety by the demands of the new world economy. The result will be an ever-increasing flow of new opportunities for more people, if we provide the proper educational and training climate."

Collective bargaining can help Canadians to seek and find new and better ways to

industrial and social achievements; but, on the other hand, it can retard the pursuit of economic objectives and thus place Canada's economic independence in jeopardy, Mr. Scott said. "Surely, since so many millions of Canadians are affected, nobody at the bargaining table dares evade the challenge."

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## Canadian Industry Must Close the Gap Between the Skills it Has and the Skills it Needs

To the extent that technological changes result in stable or increasing opportunities for employment within an industry, the industry itself can deal with the situation by means of on-the-job training directed to the upgrading and adjustment of the skills of the workers, said K. Hallsworth, Director of Industrial Relations, Ford Motor Co. of Canada, in a recent address given at the Notre Dame Industrial College School, Welland, Ont.

"If, on the other hand, these dislocations result in layoffs of workers in individual industries, as well as lack of employment opportunity for new entrants into the labour market, a social problem is created which is national in its scope," the speaker continued. "This is the situation in which our country finds itself today."

There is a prevailing notion that workers displaced by technological change can be isolated and placed in a distinct group separate from those displaced from other causes, such as changes in demand, Mr. Hallsworth said. This, however, is not the case. In both Canada and the United States it has been found almost impossible to distinguish between workers laid off because of automation and those who become unemployed from other causes.

It is evident, however, that new technology makes greater demands for skill, and some industries are unable to fill positions that call for special knowledge or higher skills, the speaker said. At the same time, there are many unemployed persons who, because of low educational qualifications and lack of skill, stand little chance of obtaining employment unless they get more training.

Together with an urgent demand for more graduates in the engineering, scientific and managerial fields, at vocational schools and universities there is "a widening recognition of the need for a perspective which will permit graduates to meet changing requirements throughout their working careers." If Canada is to retain its position in the world economy, it cannot afford to

lag in the provision of highly trained people, Mr. Hallsworth asserted.

He went on to speak of the urgent need to impress upon school pupils and their parents the importance of an adequate education, quoting a recent report of the Ontario Department of Education to the effect that 70 out of every 100 who go through school do not pass junior matriculation. "Surely the drop-out rate from our school requires urgent and continuing attention. Similarly, avenues for providing training to those who have already left school should be explored to the greatest extent possible."

With new and complex machinery it is essential for even skilled workers continually to keep their knowledge up to date, and most companies have programs of staff development and training, Mr. Hallsworth pointed out. "The gap between the skills we have and the skills we need must be filled, to the extent possible, by the training and development of our own employees. Additions to the work force must possess the skills required to do the jobs concerned."

Canadian industry, the speaker said, faces a continual increase in competitive pressures both at home and abroad, and in this struggle we possess no particular natural advantage and some disadvantages. "The answer, obviously, is to develop new techniques for economical production designed to meet the size of our markets, and increased sales effort in order to improve our markets."

These new conditions are having "profound effects on organizational structure and management needs." Employees must be people "to whom change and challenge are exciting. We need employees who are flexible and alert to the need for change and constant improvement."

"Buildings and machinery, no matter how modern or expensive," said Mr. Hallsworth, "can do nothing without thoroughly competent people to operate and manage the enterprise of which they form a part."

# Labour Legislation of the Past Decade—VIII

Eighth of a series of articles reviewing developments in labour legislation since 1950 deals with the changes in coverage of Canadian labour relations legislation

## Part 7—Labour Relations and Trade Union Legislation

The present system of labour relations legislation in Canada was a comparatively new venture ten years ago. Government intervention to assist in the settlement of disputes dates back to the beginning of this century, but it was not until the late 1930's that the concept of the obligation of an employer to recognize and bargain with a trade union supported by the majority of his employees was adopted as a principle in the legislation of some provinces, and it was not until the 1940's, during the war years, that the further step was taken of providing effective means for determining questions of representation, defining appropriate bargaining units, requiring negotiation between management and bargaining agents, and laying down the ground rules within

which the collective bargaining relationship was to operate.

Federal jurisdiction was greatly extended during the war, with the result that management and labour became accustomed to a uniform labour code across the country. As a result of this experience, and also because of a deliberate effort of the federal authorities in 1947 and 1948 to work out legislation that might be acceptable both in the federal field of jurisdiction and in each of the provinces, the legislation adopted in the first post-war years had many principles and provisions in common. This article will describe the major changes which have been made in the 1950's. The legislation with which it deals is indicated in the accompanying table.

### Coverage

The federal Industrial Relations and Disputes Investigation Act applies throughout Canada to the employers and employees in industries and enterprises under federal jurisdiction.

Each of the provincial labour relations Acts applies with few exceptions to the employers and employees in the province operating within the jurisdiction of the provincial legislature. In the period, the field of operations of the federal Act has been widened by several court decisions which have held that Parliament has exclusive authority in interprovincial and international road transport, pipe lines extending beyond the limits of a province, over stevedoring operations serving out-of-the-province shipping, and over uranium mining and the processing of nuclear material.

### Industry and Occupational Exclusions

Several of the provincial Acts exclude certain industry or occupational groups. Domestic service and agriculture are excluded in Alberta, British Columbia, New Brunswick, Ontario and Quebec; and horticulture, hunting and trapping in British Columbia, New Brunswick and Ontario. No change has been made with respect to these exclusions, except that in Ontario in 1960 the Act was amended with respect to the exclusion of horticulture to make it clear that an employee of a municipi-

pality or a person employed in silviculture is not excluded by reason of the fact that he may be engaged in horticulture work. It is only the employees of employers whose primary business is horticulture who are excluded.

In 1950 the federal Act and the Acts of all the provinces except British Columbia, Prince Edward Island and Saskatchewan excluded employees who are members of certain professions and employed in their professional capacity. The professions excluded are the medical, dental, architectural, engineering or legal professions (in Quebec, professions covered by the Bar Act, Notarial Code, Medical Act, Study of Anatomy Act, Homeopaths' Act, Pharmacy Act, Dental Act, Veterinary Surgeons' Act, Civil Engineers' Act, Land Surveyors' Act, Architects' Act, and Dispensing Opticians Act, and any person admitted to the study of one of these professions). When the British Columbia legislation was replaced in 1954, professional persons were excluded as in the other provinces. The only other change during the period was that in Manitoba in 1956 the dietetic profession was added to the list of excluded professions in the Manitoba Act.<sup>1</sup>

<sup>1</sup>Dietitians were excluded from the New Brunswick Act by a 1961 amendment, as were also nurses and teachers.



## Managerial and Confidential Employees

Managerial employees and certain confidential employees are excluded in all the Acts. The federal Act, and the Acts of Alberta, British Columbia (since 1954), Manitoba, New Brunswick, Newfoundland and Nova Scotia, state that a manager or superintendent, or any other person who, in the opinion of the Board, exercises management functions or is employed in a confidential capacity in matters relating to labour relations, is not an employee under the Act. The Ontario Act, as passed in 1950, stated that no person shall be deemed to be an employee who is a manager or superintendent or who exercises managerial functions or is employed in a confidential capacity in matters relating to labour relations. The words "in the opinion of the Board" were added by a 1957 amendment, making it clear that, as in the federal Act and the Acts of the other provinces listed above, the decision as to what constitutes managerial or confidential functions rests with the Board.

## The Crown and Crown Agencies

The federal Act and the Acts of all the provinces except Saskatchewan exclude Government employees, either in direct terms as in Section 55 of the federal Act, or by virtue of the rule of interpretation that if an Act does not specifically state that it binds the Crown, the Crown is not bound by it. The Saskatchewan Act specifically states (Section 2 (5)) that Her Majesty in right of Saskatchewan is bound by the Act.

In Quebec, the Labour Relations Act applies to public services and their employees, whether carried on by the government or by commercial enterprises, subject to the modifications set out in the Public Services Employees Disputes Act.

The position with respect to companies, boards and commissions set up to carry out a government function varies somewhat in the different jurisdictions. The federal Act and the Acts of New Brunswick, Newfoundland, Nova Scotia, Manitoba and Quebec deal specifically with the position of such

### Labour Relations Legislation in Canada, 1950-1960

#### Legislation in effect in 1950, with date of enactment

- Canada:** Industrial Relations and Disputes Investigation Act. 1948.
- Alberta:** Alberta Labour Act. 1947. Amended in 1948, 1950.
- British Columbia:** Industrial Conciliation and Arbitration Act, 1947. Amended in 1948. Trade-unions Act, R.S.B.C. 1948, c. 342 (enacted 1902).
- Manitoba:** Labour Relations Act. 1948. Amended in 1950.
- New Brunswick:** Labour Relations Act. 1949.
- Newfoundland:** Labour Relations Act, 1950.
- Nova Scotia:** Trade Union Act. 1947. Amended in 1948, 1949.
- Ontario:** Labour Relations Act, 1950.
- Prince Edward Island:** Trade Union Act, 1945. Amended in 1948, 1949.
- Quebec:** Labour Relations Act. 1944 (R.S.Q. 1941, c. 162A) Amended in 1945, 1946. Quebec Trade Disputes Act, R.S.Q. 1941, c. 167 (enacted in 1901).
- Saskatchewan:** Trade Union Act. 1944. Amended in 1945, 1946, 1947, 1950.

#### Amendments in period 1950-60, with citation in 1960

- None. R.S.C. 1952, c. 152.
- Amended in 1954. R.S.A. 1955, c. 167, amended in 1957, 1958, 1959, 1960.
- Replaced in 1954 by Labour Relations Act, 1954, c. 17. R.S.B.C. 1960, c. 205. Trade-union Act replaced in 1959. R.S.B.C. 1960, c. 384.
- R.S.M. 1954, c. 132. Amended in 1956, 1957, 1958, 1959, 1960.
- R.S.N.B. 1952, c. 124. Amended in 1953, 1955, 1956, 1959, 1960.
- R.S.N. 1952, c. 258. Amended in 1959, 1960. Trade Union Act, 1960, c. 59. Amended in 1951, 1953.
- R.S.N.S. 1954, c. 295, amended in 1957. Amended in 1954, 1956, 1957, 1958, 1959, 1960.
- R.S.O. 1960, c. 202.
- R.S.P.E.I. 1951, c. 164. Amended in 1953, 1956, 1957, 1958, 1959, 1960. Amended in 1951, 1952, 1953, 1954, 1959.
- R.S.S. 1953, c. 259. Amended in 1954, 1955, 1956, 1958.

bodies. Any corporation established to perform any function or duty on behalf of the Government of Canada is covered by the federal Act unless it is excluded by Order-in-Council. In 1948, the National Research Council and Canadian Arsenals Limited were excluded, and in 1958 part of the Canadian Arsenals operations, the plants at Long Branch and Lindsay, were brought back under the Act.

The Newfoundland Act has the same provision as the federal Act. No crown companies have been excluded.

In New Brunswick, the Act does not apply to any government agency acting for or on behalf of or as an agent of Her Majesty unless an order in council is passed to make it apply. The New Brunswick Electric Power Commission has been brought under the Act with respect to certain classifications of employees.

The Nova Scotia Act does not apply to any government body whose employees are subject to the Civil Service Act or the Public Service Superannuation Act. An order in council passed February 8, 1956, and still in effect, granted to government employees who are not covered by the Civil Service Act the right to become members of trade unions and established a procedure for negotiation. The Nova Scotia Liquor Commission have entered into collective agreements with unions representing their employees in the unit approved by the Minister of Labour under this order. Permission has also been granted to certain trade unions to act as agents of certain employees of the Department of Highways, Health and Public Works.

As passed in 1948, the Manitoba Act excluded any government body if the management board was appointed by Act of the Legislature or by order-in-council. In 1958 the Act was amended to bring under it five specified corporations and to provide special measures for dispute settlement in these undertakings.

The Acts of the other provinces make no mention of coverage of government corporations. When they do not, it is a question of interpretation whether the general rule that the Crown is not bound by a statute except by specific terms applies to crown corporations. Government bodies set up to carry out public utility functions have been considered to be subject to the labour relations legislation in some instances. The situation was clarified in Ontario by the Crown Agency Act, 1959, which specifies that every crown agency of the province with the exception of the Hydro-Electric Power Commission is for all its purposes an agent of Her Majesty. As a result, the interpretation has been that government corporations

in Ontario, other than that Commission, are not governed by the Labour Relations Act.

Municipalities and their employees are governed by the Acts of most provinces. The Ontario Act, as passed in 1950, provided that any municipality may declare that the Act does not apply to it, and this provision still stands.

The New Brunswick Act, as passed in 1949, did not deal specifically with the position of municipalities. It was amended in 1951 to provide that any municipality or any municipal board or commission could, by resolution, bring itself under the Act. In 1959 a new provision was substituted, bringing municipalities under the Act unless the municipality by resolution removes itself from the application of the Act, the same situation as prevails in Ontario.<sup>1</sup>

In all the other provinces municipalities are subject to the Act. In Quebec, municipal and school corporations, while subject to the Labour Relations Act, are subject to special legislation in regard to dispute settlement.

With respect to certain categories of municipal employees, policemen, firemen and teachers, there has been a trend during the period either to remove them from the scope of the general labour relations legislation and place them under special Acts, or to provide special measures for dispute settlement.

Members of a municipal police force are excluded from the labour relations legislation and are subject to special legislation both as regards bargaining and dispute settlement in Ontario and Alberta; they are within the scope of the labour relations legislation but subject to special provisions with respect to dispute settlement in British Columbia, Quebec and Saskatchewan; they are under the Manitoba Act but are subject to the provision that they may not strike; they are under the Act unless excluded by declaration in New Brunswick (the same position as other municipal employees)<sup>1</sup>; they have been held by a court decision not to be "employees" within the meaning of that term in the Nova Scotia Act, and are therefore excluded; and the question of their position under the Acts of Newfoundland and Prince Edward Island<sup>2</sup> does not appear to have arisen.

<sup>1</sup> In 1961 the provision relating to municipalities was repealed, with the effect that municipalities will be subject to the Act in the same way as other employers.

<sup>2</sup> A 1961 amendment in Prince Edward Island provides that members of a city, town or village police force may not strike.

Firemen are excluded and subject to special legislation both as regards collective bargaining and dispute settlement only in Ontario. They are under the general labour relations legislation and subject to special dispute settlement provisions in Alberta,

British Columbia, Manitoba, Quebec and Saskatchewan. In the other provinces their position appears to be the same as that of other municipal employees.<sup>1</sup>

Teachers are excluded in Manitoba and Ontario<sup>2</sup>.

## Certification of Bargaining Agents

Provision for the certification of a trade union as the bargaining agent of the employees in an appropriate bargaining unit was in 1950 a common feature of the federal Act and of all the provincial Acts except that of Prince Edward Island. The Canada Labour Relations Board for the field of federal jurisdiction, and a labour relations board in each province, had been set up and empowered to determine the issues necessary to decide questions of representation. By the end of the decade Prince Edward Island had also provided for a certification procedure.

The basis for certification under the federal Act and under most of the provincial Acts is that the Board must be satisfied that the majority of the employees in a unit appropriate for collective bargaining are members in good standing of a trade union, or that, as a result of a vote of the employees in the unit, the Board is satisfied that a majority of them have selected the trade union to be a bargaining agent on their behalf.

The general rule is that a Board may certify a union if it establishes that a majority of the employees in the unit are members of it, and if the Board orders a vote, it may certify if a majority of the employees in the unit vote in favour of the union as a bargaining agent. Under the Nova Scotia Act as amended in 1949, as in the other Acts, the Board may certify a union if it is satisfied that the majority of the employees in the unit are members in good standing of the trade union, but, if a vote is taken, the Board may certify if not less than 60 per cent of the employees vote and a majority of such 60 per cent vote in favour of the union. The Ontario Act, since 1950, has authorized the Board to certify a union on the basis of union membership only where it has established that 55 per cent of the employees in the unit are members (or on the basis of more than 50 per cent membership in an exceptional case where the Board is satisfied "that the true wishes of the employees are not likely to be disclosed by a representation vote"). The Board is required to order a vote if not less than 45 per cent nor more than 55 per cent are members, and may do so in other cases. The Board may certify on the basis of a vote

if more than 50 per cent of all those eligible to vote cast their ballots in favour of the trade union. Employees who are absent from work during voting hours and who do not cast their ballots are not counted as eligible. A similar provision was placed in the Alberta and British Columbia Acts in 1954, the Alberta amendment being spelled out to cover employees absent from work on the day of the vote who did not vote by reason of illness, authorized leave of absence, annual vacation or weekly day of rest. Two new categories were added to this provision in 1960, namely those who have been laid off or whose employment has terminated.

The basis for certification remains somewhat different in the Saskatchewan Act. A vote is to be directed if the applicant union establishes that in the six months preceding the application 25 per cent of the employees have indicated their choice of the union by membership or by written authorization. Unless the Board is satisfied that another union has a clear majority, or unless a representation vote has been held in the preceding six months, it is required by the Act to hold a vote. The Act further provides that a majority of those eligible to vote constitute a quorum and a majority of those voting determine the question of representation.

Each Board has had to determine what rules it will apply in determining who is a member in good standing for the purposes of the Act. Most of the Acts specifically state that "if in any proceedings before the Board a question arises under this Act as to whether . . . a person is a member in good standing of a trade union, the Board shall decide the question and its decision is final and conclusive for all the purposes of this Act." Another question that has arisen under some Acts has been the date as of which evidence of membership should be accepted. On both these matters a number of amendments to Acts and regulations have been made in the ten-year period.

<sup>1</sup> A 1961 amendment in Prince Edward Island provides that full-time employees of a fire department may not go on strike.

<sup>2</sup> In British Columbia and New Brunswick also by 1961 amendments.



Two principles have been followed in laying down the conditions under which a person will be recognized as a union member for the purposes of the Act: that the Board satisfy itself that the requirements of the particular union constitution have been met in each case, or, alternatively, that the applicant union be required to produce certain prescribed evidence of membership satisfactory to the Board.

The Alberta Act as amended in 1954 adopts the first principle—"membership in good standing according to the constitution and by-laws of the union". Under the British Columbia Act, since it was replaced in 1954, the other principle is followed. If the applicant union claims that a person is a union member, two conditions, laid down in Board regulations, have to be met to establish union membership for the purposes of the Act; first, the person must have signed an application for membership, and second, must have paid at least one month's dues for or within a defined period (approximately three months) before the date of the application. A person who has joined the union during that period has to have paid an admission fee at least equal to one month's dues.

The Manitoba requirements, also amended during the period, are a combination of the two approaches. The test for determining membership, adopted in the rules of procedure and practice of the Board in 1953 and incorporated in the Act when it was amended in 1957, specify that no person is a member in good standing of a union for the purpose of certification if, at the date of the application, he is excluded from membership in the union by the express terms of the union constitution. A person must have been a member in the three month period before the application, not suspended "either by direct action by the union or automatically by the terms of the constitution of the union," and have paid at least a month's dues at the regular rate during that period. A new member during that three-month period, as well as making application in writing, and paying the initiation fee prescribed by the union constitution, or, if none is prescribed, paying one month's union dues or one dollar, whichever is the greater, must have been "received into the union in the manner prescribed in the constitution of the union."

The Prince Edward Island Regulations and Rules of Procedure approved in 1960 also require that the Board must be satisfied that a person was "admitted to membership in the trade union in accordance with its constitution rules and by-laws," as

well as requirements with respect to the payment of an initiation fee and monthly dues.

Under the federal Act and the Acts of New Brunswick, Newfoundland, Nova Scotia, Ontario and Quebec the rules for establishing membership in good standing were not changed in the period. Except in Nova Scotia, where the Board must be satisfied that a person has been admitted to membership in the trade union "in accordance with its constitution, rules or by-laws" the evidence of membership required is generally signed applications for membership and receipts showing payment of union dues in or for a defined period, or, in the case of a new member, an initiation fee in a prescribed amount.

To remove doubt as to the Board's final authority to determine who is a member in good standing, the New Brunswick Act was amended in 1952 to give specific authority for the making of regulations determining when a person was to be deemed a member in good standing of a trade union. Similarly, a provision was inserted in the Ontario Act in 1954 empowering the Board to determine the form in which evidence of membership in a trade union should be presented to the Board.

Several Acts were amended (Alberta, British Columbia and Saskatchewan in 1954 and Manitoba in 1957)<sup>1</sup> to state expressly that, in dealing with an application for certification, the Board should consider the number of members in good standing at the date of the application. In the Saskatchewan amendment, the Board was given absolute discretion to refuse to consider evidence concerning any event happening after the date on which the application was filed with the Board.

In Quebec, a similar rule was laid down in 1955. An amendment to By-law No. 1 of the Quebec Labour Relations Board stated that the date used for computing the membership of a union should be the one on which the application was filed with the Board. Previous to 1950, the same date had been fixed upon in the federal, New Brunswick, Nova Scotia and Newfoundland jurisdictions.

In order to prevent any discrimination against an individual by reason of the exercise of his right to join a trade union of his choice, the Acts of most jurisdictions stipulate that membership records placed before the Board are to be confidential.

Amendments were made to the New Brunswick Act in 1952 providing that membership records of a trade union which were produced in proceedings before the Board

<sup>1</sup> New Brunswick in 1961.

were for the exclusive use of the Board and were only to be disclosed with the Board's consent. They further provided that, unless the Board gave its consent, no person might be compelled to disclose whether a person was or was not a member of a trade union or did or did not desire to be represented by a trade union.

In the latest (1960) revision of the Alberta Act a new section was added, clearly stating that the Board is not required to divulge the names of any persons who are or are not members of a trade union.

### Applications during the Term of an Agreement

All of the Acts lay down certain conditions under which an application for certification is barred because of an existing collective agreement. Under the federal Act, an application may not be made during the first ten months of the term of a collective agreement—a so-called "closed season". The Quebec and Saskatchewan Acts, from the time of enactment, have always had a different approach, providing for an "open season" from the 60th to the 30th day before the expiry date of an agreement, no matter what its duration. When the Ontario Act was passed in 1950, regard was had to the trend towards long-term agreements. The Act retained the ten-month "closed season" that had been a feature of the earlier legislation and in addition a new provision set up a new "open season" of two months' duration at the end of each year of the life of a long-term agreement. The Act was again amended in 1958 to provide that where a collective agreement is for a term of not more than two years, an application may be made only after the commencement of the last two months of its operation. That is, there is now no "open season" at the end of the first year of a two-year agreement.

Alberta in 1954 and 1957, British Columbia in 1954, and Manitoba in 1957, have also enacted provisions to give greater stability and greater protection to a bargaining agent that is a party to a long-term agreement. Under these Acts there is now an "open season" only during the 11th and 12th month of each year of the term of an agreement, or during the last two months (to take care of an agreement for a term not in even years). Under the Manitoba Act, notwithstanding the above general rules, the Board is permitted under a 1959 amendment to allow an application to be made at any time if it considers that the employer or employees or both would

suffer substantial and irremediable damage or loss if an application were not entertained.

New provisions added to the Alberta Act in 1960 specify that where the parties to an agreement, either before or after the expiry of an agreement, agree to continue its operation for a period less than one year or for an unspecified period while they are bargaining, the continued operation of the agreement does not act as a bar to an application for certification as a bargaining agent. Similarly, where notice to commence bargaining has been given, and the agreement in force provides for its continuation beyond the first fixed date for its termination, such a continuation does not constitute a bar to an application for certification by a third party.

### Bargaining Units

One of the important functions of Labour Relations Boards in all jurisdictions in Canada is to determine whether the unit in respect of which an application for certification is made is appropriate for collective bargaining. Any of the Boards, before determining whether the applicant union has sufficient support for certification, may include additional employees in a unit or exclude employees from it.

The Ontario Act was amended in 1954 to specify that the Board may, before determining the unit, conduct a vote of any of the employees of the employer for the purpose of ascertaining the wishes of the employees as to the appropriateness of the unit. Other Boards may also have such authority, if they choose to exercise it, through the general authority to conduct votes on any question affecting employees that is before the Board.

In most of the Acts it is specified that a unit means a group of employees and an appropriate unit may be an employer unit, craft unit, technical unit, plant unit, or any other unit. The test of appropriateness has to be applied by the Board in accordance with the circumstances of each case. The Nova Scotia Act is the only one which seeks to lay down general rules for the Board to follow. It states that the Board in determining the appropriate unit shall have regard to the community of interest among the employees in such matters as work location, hours of work, working conditions, and methods of remuneration. The discretion given the Boards in Alberta and British Columbia to determine appropriate units has been considered to permit the determination of a unit consisting of all the operations which an employer may have or may undertake throughout a defined geographic area.



As amended in 1954, the Ontario Act directed the Board not to include in a bargaining unit with other employees "a person employed as a guard to protect the property of his employer". At the same time, since division into different units would serve no purpose if the same trade union were certified to represent a unit of guards and a unit of other employees, it was provided that if a trade union admits to membership, or is chartered by, or is affiliated, directly or indirectly, with an organization that admits to membership persons other than such guards, it may not be certified to represent them.

While a union is normally composed of the employees of one employer, the federal Act and the Acts of several of the provinces specifically provide that a unit which includes employees of two or more employers may be a nappropriate unit, subject to two conditions: that all of the employers consent and that the Board is satisfied that the trade union has majority support among the employees of each of the employers. The British Columbia legislation, until 1954, permitted a multiple employer unit if the majority of the employers consented and the union had a majority in the unit as a whole. The 1954 revision required the union to have majority support among the employees of each of the employers.<sup>1</sup>

### Craft Units

Although all the boards have a wide discretion in determining whether a proposed bargaining unit is appropriate, most of the Acts do lay down a firm direction in respect to craft units. In 1950, most of the Acts (all except those of Quebec, Saskatchewan and Alberta) directed the boards to recognize a craft unit as appropriate if certain conditions were met. The conditions differed slightly, but, in general, there had to be a group of employees belonging to a craft or group exercising technical skills distinguishing them from the employees as a whole, and a majority of the group had to be members of a trade union pertaining to such crafts or skills. The British Columbia and Ontario Acts also laid down the condition of an established trade union practice of separate craft bargaining. (In both these Acts, this condition has been removed during the period.)

In both Manitoba and Ontario, the direction to the board to recognize a craft unit was substantially changed. In a 1957

amendment in Manitoba, the conditions under which a separate unit within an industrial unit may be considered appropriate for a separate certification were stated in terms giving the Board more discretion. Certification is to be granted if, in the board's opinion, the group is otherwise appropriate as a unit for collective bargaining and the circumstances warrant a separation of the group from the employees as a whole.

When the Ontario Act was amended in 1960, the direction to recognize a craft unit was similarly modified. The section which says that if the board finds that any group of employees meets the craft tests it "shall be deemed by the board to be a unit appropriate for collective bargaining" was amended by adding "but the board shall not be required to apply this subsection where the group of employees is included in a bargaining unit represented by another bargaining agent at the time the application is made". The effect is that where the employees in a craft group are a part of a plant unit, the board is given discretion to determine whether the craft principle is to override other considerations in the determination of the appropriate bargaining unit.

Apart from the question of membership and support, each of the Boards is required to satisfy itself that an applicant for certification is a trade union within the definition in the Act, and that it is not company dominated. There have been no substantial changes in respect to these matters in the period, but the legislation has been amended in several provinces to require the Board to take other matters into account.

The Quebec Labour Relations Board was directed, by a 1954 amendment to the Act, not to certify an association which had among its officers or organizers any person adhering to a Communist party or movement. The amendment was made retroactive to 1944, and the Board was directed to revoke any order made contrary to this provision.

In 1960, in Alberta, the Act was amended to state that a trade union was not to be certified if, in the opinion of the Board, application for membership or membership directly resulted from picketing. It provided further that a collective agreement negotiated by an employer and a trade union after such picketing was not to be considered a valid agreement for the purposes of the Act.

An amendment to the Newfoundland Act in 1959 making a union ineligible for certification if persons who had been convicted of certain crimes or offences were retained as officers in a body outside the province with which it was affiliated was removed in

<sup>1</sup> A 1961 British Columbia amendment requires all the employers to consent, with the result that conditions for multiple employer units are now the same as under the federal Act.



1960. In 1959, during a dispute in the woods industry in Newfoundland, two local unions were decertified by a special Act of the legislature.

When the Ontario Act was amended in 1960, a provision was added directing the Board not to certify a union if it discriminates against any person because of his race, creed, colour, nationality, ancestry or place of origin. Discrimination by a trade union (or an employer) on these grounds is prohibited by the Fair Employment Practices Act passed in Ontario in 1951, and the Labour Relations Act as enacted in 1950 contained a provision stating that a collective agreement would not be deemed to be a collective agreement for the purposes of the Act if it discriminates against any person because of his race or creed. The amendment in 1960 takes the further step of directing the Board to deny certification to a union which discriminates.<sup>1</sup>

In Alberta in 1960 the time within which the Board is required to complete its inquiries into an application for certification was extended. Previously 21 days plus a further 7 days, if necessary, the time now allowed is 21 days plus a further 21 (in either case exclusive of Saturdays, Sundays or holidays). Alberta is the only province which has sought to deal with the problem of delays by adhering to a statutory time limit. The problem of increased workloads has led to a panel system in Ontario and Quebec. Amendments in 1959 and 1960 in these provinces have made provision for the appointment of a vice-chairman (and several deputy vice-chairmen in Ontario) so that the Board may sit in two or more panels, perhaps in different parts of the province. To permit this, the legislation now provides that the chairman or a vice-chairman and a representative of employers and a representative of employees constitutes a quorum, and such a three-member panel of the Board may exercise any of its powers. The New Brunswick Act was also amended in 1960 to authorize the appointment of a vice-chairman and to permit the Board to function in two divisions. An amendment in Newfoundland in 1960 empowered the Board to authorize any person or board to exercise any of its powers.<sup>2</sup>

### Review of Labour Relations Board Decisions

All of the Acts provide that the decisions the Boards are empowered to make are final. On the other hand, each Board has the power to review its own decisions or orders

<sup>1</sup> A similar provision was added to the British Columbia Act in 1961.

<sup>2</sup> A 1961 amendment to the Department of Labour Act in Manitoba authorized the Manitoba Board also to sit in panels.

whenever, in the opinion of the Board, such review is warranted. For example, the federal Act states that "a decision or order of the Board is final and conclusive and not open to question or review, but the Board may, if it considers it advisable so to do, reconsider any decision or order made by it under this Act, and may vary or revoke any decision or order made by it under this Act." In some of the provincial Acts, the legislatures have gone even further by enacting expressly that no decision or ruling of the Board may be questioned or reviewed in any court by way of prerogative writs.

However, in the period under study a number of decisions of the various Boards have been reviewed by the courts. It has usually been held that it was the clear intention of the legislature to make the Board's decision final on the issue of facts, the way the evidence before the Board is interpreted, and the conclusions to be drawn from the evidence presented. But on an issue of law, it has been commonly held that a decision of the Board may be open to review, by way of the prerogative writs such as *certiorari*, *mandamus* or *prohibition*, on the following grounds: that the Board in exercising its statutory power of discretion acted in bad faith or contrary to natural justice; that it acted without jurisdiction, or exceeded its jurisdiction, or refused to exercise its jurisdiction; that it made an error in law; or the decision was procured by fraud; or that some condition precedent was not fulfilled or some fact collateral to the main issue was not established; or that a decision on a matter preliminary to the main issue was wrong.

### Altering Wages and Conditions of Employment

To protect the wages and working conditions of employees during the period when negotiations and conciliation procedures are in progress, and the legislation prohibits strikes, a provision designed to prevent an employer from unilaterally decreasing wages or altering conditions of employment was common to all the Acts in 1950. To prevent undermining the bargaining agent's position, the Acts of Alberta, British Columbia, Ontario, Quebec and Saskatchewan also prohibited increases in wages during the same period, and in Saskatchewan the changes were also prohibited while an application for certification was before the Board.

In 1957, Manitoba and Nova Scotia, and in 1960, Newfoundland, amended their Acts to prohibit increases in wages as well as decreases.

Another change since 1950 has to do with the "freeze" period. In Alberta a 1954

amendment provided that wages and conditions of employment could not be changed from the date of an application for certification until it is disposed of and the new British Columbia Act of that year contained a similar provision. In Alberta in 1960 the period was extended until 30 days after the date of certification unless a collective agreement has been entered into. In Nova Scotia in 1957 and in Newfoundland in 1960, changes were prohibited during the time when an application for certification is pending and, if a union is certified, until notice to bargain has been given, as well as during negotiation and conciliation.

## Unfair Practices

The postwar labour relations legislation aimed to provide the ground rules, a code complete in itself, for the parties to the collective bargaining relationship. Besides setting out the rights and obligations of the parties, each of the Acts specified certain things that they were not to do.

The basic rules for employers, found, in slightly different form, in all the Acts, were, first, that they were not to participate in or interfere with the formation or administration of a trade union; second, they were not to intimidate employees with a view to discouraging union membership; and, third, they were not to discriminate against any person in regard to employment because of his trade union membership.

On the trade union side, it was prohibited for any person (in some of the Acts, specifically any trade union, in some, specifically any person acting on behalf of a trade union) to use intimidation to coerce an employee with respect to trade union membership. Further, except with the consent of the employer, a trade union may not solicit the membership of an employee at his place of employment during his working hours.

It was also a provision of the federal Act and of most provincial Acts that a trade union not entitled to bargain on behalf of a unit of employees was prohibited from calling a strike in that unit; and that a bargaining agent was prohibited from calling a strike during bargaining and until the conciliation processes were completed; and during the term of a collective agreement. In these same circumstances, also, employees are not to go on strike. Strike action was appropriate only at the point where a recognized bargaining agent, after duly bargaining in accordance with the Act, had failed to conclude a collective agreement, and the conciliation board's report was in the hands of the parties.

A 1957 amendment to the Ontario Act enables a difference between the parties as to whether or not working conditions were altered during the period specified to be referred to arbitration as if the collective agreement concerning which notice was given were still in operation. In Prince Edward Island, a provision was inserted in the Act in 1959, stating that, from the time certification is granted until a collective agreement has been signed, an employer is forbidden to alter any wage rate or any other term or condition of employment without the consent of the employees concerned.

In 1959 and 1960, the legislation of British Columbia, Newfoundland, Alberta and Ontario was amended to attempt to define and prevent certain other activities of employees and trade unions.

In British Columbia, the Trade-unions Act of 1959 made it illegal for a trade union or other person, unless a legal strike or a lockout is in progress, to persuade or endeavour to persuade anyone not to (a) enter an employer's place of business, operations or employment; or (b) deal in or handle the products of any person; or (c) do business with any person. Where there is a legal strike or a lockout, the Act specifies that such persuasion is permitted, if authorized by the trade union whose members are on strike or locked out, and if it is undertaken at the employer's place of business and without acts that are otherwise unlawful. A trade union which does, authorizes or concurs in anything that is contrary to this provision is liable in damages to anyone injured thereby. The act of a member of a trade union is presumed, unless the contrary is shown, to be done, authorized or concurred in by the trade union. Since the most usual form of persuasion is picketing, these provisions have the effect, among others, of making all picketing illegal except picketing at the employers' place of business in support of a legal strike.

In Newfoundland, in the same year, a provision was added to the Labour Relations Act prohibiting "a concerted refusal to use, manufacture, transport or otherwise handle or work on any goods or to perform any services" for certain purposes. These purposes are (a) to force or require an employer or other person to boycott any other person; (b) to force or require any other employer to recognize or bargain with or reach agreement with a trade union; (c) to force or require any employer to assign particular work to employees in a particular trade union or in a particular trade or craft;



(d) to force or require any employee or self employed person to join a trade union. Not only is the activity defined above prohibited, but it is prohibited to encourage any person to engage in the activity. The penalty on conviction for a breach of this section is a fine, not exceeding \$5000 for a trade union and, for an individual, a fine not exceeding \$500 and in default of payment, imprisonment for not more than three months.

In the following year, the Alberta legislation was amended to prohibit certain activities in connection with a strike that is illegal, under the Act. Where a strike is illegal, a trade union or a member of the trade union or any other person may not "dissuade or endeavour to dissuade anyone from (a) entering an employer's place of business, operations or employment (b) dealing in or handling the products of any

person, or (c) doing business with any person." The penalties for contravention of this section are the general penalties under the Act, a fine of not more than \$250 and in default of payment, imprisonment for not more than 90 days.

In 1960, also, Ontario added a new provision which states:

No person shall do any act if he knows or ought to know that, as a probable consequence of the act, another person or persons will engage in an unlawful strike or an unlawful lockout.

The provision does not apply to any act done in connection with a lawful strike or lawful lockout. The penalty on summary conviction is a maximum fine of \$100 for an individual, \$1,000 for a trade union or corporation, and each day that the provision is contravened constitutes a separate offence.

### Union Security Clauses

As the Acts stood in 1950, it was clear in most of them that the parties to a collective agreement were free to include in an agreement a provision requiring, as a condition of employment, membership in a specified trade union, or granting a preference of employment to members of a specified trade union. The Prince Edward Island Act specifically prohibited an employer and a trade union from entering into an agreement containing a closed shop clause. The Quebec legislation did not deal specifically with the question of union security clauses—unions and employers are free to enter into agreement "respecting conditions of employment". In the *Paquet* case, (1959) 18 D.L.R. (22) p. 346, the Supreme Court of Canada held that a Rand formula type clause was a "provision respecting conditions of employment." The Saskatchewan Act alone required an employer to accede to a request of a union with majority support to include a union shop clause in an agreement.

Newfoundland and Ontario, in 1960, inserted provisions which somewhat modified the complete freedom of the bargaining agent and the employer to enter into agreements requiring union membership as a condition of employment. The effect of the Newfoundland amendment is that, while such agreements may be made, an employer may employ a person who is otherwise qualified for employment and who has applied for membership in the union but has been refused membership by the union.

The Ontario amendment provides that an employer and an uncertified trade union may not enter into a first agreement containing a clause requiring union membership as a condition of employment unless the union has established at the time it entered into the agreement that not less than 55 per cent of the employees in the bargaining unit were members of the trade union. This limitation does not apply where an employer joins an employers' organization and agrees to be bound by an existing agreement requiring union membership as a condition of employment, nor does it apply to employers and employees engaged on construction projects at the building site. Further, where an agreement requiring membership in the union as a condition of employment has been entered into, an employer may not discharge an employee who has been expelled from the union or denied membership in it because he has engaged in activity against the union or because he is a member of another trade union.

The provisions in the Acts of six provinces requiring an employer to check off union dues at the request of the bargaining agent if the individual employer authorizes such deduction have remained substantially unchanged during the period.<sup>1</sup>

<sup>1</sup> A 1961 amendment in British Columbia prohibited the check-off of union dues unless the union submits to the employer a statement to the effect that none of the checked-off dues will be used for political purposes.



## Executive Retirement and Effective Management

A study of the practices in 274 companies throws light on the problem of the retirement of executives on the basis of capability rather than chronological age

Retirement of executives on the basis of chronological age, rather than capability, is being increasingly questioned. Are valuable skills and knowledge discarded and ineffectiveness tolerated merely to accommodate uniform application of an arbitrary retirement age? A recent study of retirement policies and practices in 274 companies throws considerable light on this question.

Complex forces determine corporate policy and practice in executive retirement. Retirement policy is integrated with many other elements, all designed to maintain executive morale and motivation and to assure continuity of effective management.

The study shows that there is a considerably more practical bent to the handling of executive retirement than the mere observance of a mandatory or flexible retirement age policy. Where the realities of a current situation require the retention of a man, a company seems likely to retain him. Retirement decisions were found to be generally in the interest of achieving management continuity, which may demand the retention of special skills and talents.

Many situations present themselves to a company in dealing with the retirement of executives, and in most instances the problems encountered could not have been foreseen. These unpredictable developments appear to account largely for policy shifts, innovations, temporary devices, and deviations from established practice. Looking over the total picture of reported policy and practice by the companies studied brings into focus the fact that, regardless of policy intent, there is in practice a high degree of flexibility in effecting retirements.

A seemingly inflexible policy of fixed retirement may take on a quite different character in application when it establishes an age for retirement and then allows variations that postpone the retirement of some men. The book shows that companies have postponed retirements to serve corporate needs, even where policies did not so provide. On the basis of actual practices, it seems reasonable to classify some companies as being more flexible than rigid in applying a so-called "mandatory" or "normal" retirement age.

In terms of the interaction of retirement policy and executive staffing needs, forced early retirement and retention of an

employee beyond retirement age are clearly corporate tools in maintaining an effective management organization. These are the primary indicators of flexibility in retirement practice to serve company interests.

The study points out that manpower developments, national productivity, and a growing public opinion about the aged and their problems must be taken into account in longrun executive staffing and retirement. Typically, public reaction is either for or against—it does not distinguish by recognizing subtle issues involved, such as the differences between one class of employees and another, or between who is truly capable and who is not. There is a popular belief that longevity gains have been significant, even though this is not the case, and that they should be recognized in determining retirement age. Evaluations of corporate policies and practices by executives themselves, as well as the public, give considerable weight to this popular idea about longevity. If, therefore, a mandatory retirement age were to be universally followed, there could be public reaction against this. Yet, if retirement determinations were entirely individualized, pressure would inevitably be felt to permit more than a selected few to stay on in their assignments, regardless of ability to adjust to new methods and techniques and to continue to be effective employees.

The report examines the effects of changes on the establishment of retirement practices and policies. It states that executive retirement might be considered as being far removed from the challenges corporations face in today's world. This is not so, because of the changes constantly pressed upon corporations. Change is the rule, and it is occurring faster today than at any other time in the history of industrial society, for technological innovation continues at an accelerated pace, and corporations are competing on an international scale to an extent never conceived of in past years.

Changes in competition demand new ideas, new approaches and, frequently, new people. It demands an ability to move with the times, in fact, ahead of the times. The management organization must, therefore, be typified not only by a systematic approach to retirement, but also by a higher degree of selectivity than ever before, in

*(Continued on page 843)*

# Occupations of Farm Daughters

The decline in the number of farm workers is most evident among women. Today women agricultural workers comprise 4 per cent of the female labour force

The decline in the number of workers on Canadian farms during this century is especially marked among women. Since 1945 the number of men employed in agriculture has dropped by 40.5 per cent while the number of women<sup>1</sup> has declined by 68.2 per cent. Today women agricultural workers comprise four per cent of the female labour force.

A rural survey carried out by the federal Department of Agriculture a few years ago disclosed the fact that while almost 90 per cent of the young men who were interviewed said that they intended to farm when they finished school, only 24 per cent of the young women declared an intention to stay on the farm.

What occupations then do the daughters of farmers take up? This was one of the questions answered by the Special Study of Ontario Farm Homes and Homemakers carried out in 1959 by the Ontario Department of Agriculture with the cooperation of the Rural Sociology Unit of the federal Department of Agriculture<sup>2</sup>.

The 352 Ontario farm homemakers interviewed had 365 children who had completed school and entered the adult phase of their lives. There were 182 girls and 183 boys.

While 4 out of 10 adult sons were engaged in farming only 2 out of 10 adult daughters had followed their mothers' life pattern of becoming farm homemakers. At the time of the survey 129 daughters were married and of these only 34 were living on a farm with their husbands.

Practically all the 53 single adult daughters were in some type of paid employment away from the farm. About half had moved to a city or town where they were employed and about half were living with their parents on a farm and commuting daily to their place of work. Only four of the single adult daughters were not in some type of paid employment at the time of the study. Two of them had just finished

school and were at home temporarily before deciding on their future occupation. The other two girls were fully occupied in their parents' homes assisting their mothers. Of the 129 daughters who had married about one quarter had some type of paid employment in addition to homemaking responsibilities.

Occupation	% of 182 Number daughters	
<i>Married homemaker</i> .....	96	53
<i>Clerical or Sales</i>		
Office worker .....	31	17
Sales clerk .....	3	2
<i>Professional</i>		
Teacher in primary school .....	23	13
Nurse in a hospital ....	7	4
Religious .....	1	—
Pharmacist .....	1	—
Music teacher .....	1	—
<i>Unskilled or semi-skilled</i>		
Waitress and other unskilled worker .....	8	4
Semi-skilled worker ....	3	2
<i>Service</i>		
Hairdresser .....	2	1
Domestic .....	2	1
<i>Managerial</i>		
Manager of motel or grocery business .....	2	1
<i>Temporarily in parents' home</i> <sup>a</sup> .....	2	1

The majority of both the married and the single girls were in professional or clerical work. Only eight were performing unskilled jobs. Seven of the 12 daughters who were registered nurses were actively practising their profession at the time of the survey and five of these were married. Similarly among the 23 daughters who were teaching in an elementary school at the time of the survey, 11 were married and 12 were unmarried.

<sup>a</sup> In temporary transition between completion of formal education and starting in an occupation.

<sup>1</sup> Women are included in the agricultural labour force if they contribute 20 hours or more a week towards the operation of farms other than by house-keeping or tending a kitchen garden solely for the use of the household.

<sup>2</sup> Statistical information used in this article was supplied by Dr. Helen Abell, Head of The Rural Sociology Unit, Department of Agriculture.

## 50 Years Ago This Month

Some 6,000 coal miners of British Columbia and Alberta out on strike for more than six months. The "check-off" is one of the main obstacles to an agreement

A dispute between the coal operators comprising the Western Coal Operators' Association and District 18, United Mine Workers, was the subject of a report by a conciliation board that was received by the Minister of Labour on July 11, 1911. The full text of the report was published in the *Labour Gazette* of August 1911.

Failure to reach agreement on wages, working conditions and the degree of recognition to be accorded to the union by the operators when a working agreement expired on March 31, led to a strike that began on April 1, 1911, involving an estimated 6,000 men in eastern British Columbia and southern Alberta. The conciliation board was appointed under the chairmanship of Rev. Charles W. Gordon of Winnipeg, on the application of the union, soon after the strike started.

The board soon found that the relations between the parties to the dispute were bad, and it set itself to discover, in the words of the report, "the causes of this perennial strife...feeling that there must be some deep-rooted reason...for the spirit of hostility approaching to bitterness, and of distrust that clouds their every relation."

Of the many grievances brought forward by the miners, the board found that some were due to misunderstandings, some to petty tyranny of subordinate officials, some to mismanagement of the mines, and some to unwise interference of union officers. It found that there were fewest complaints in the best managed mines.

The board considered, however, that although these grievances accounted for local irritation, they did not explain "the phenomena of recurring strikes, persistent antagonism and suspicion," that had marked the relations between the parties in recent years.

One of the biggest obstacles to agreement between the parties, the board believed, was "the General Provisions of the Agreement, as they are called, and specifically the 'Check-off'." The check-off at that time, according to the board, seemed to be peculiar to the coal mining industry; and the reason why the check-off clause had become the *bête noire* of every conference between the parties was simply that it involved the

principle of the open or closed shop, "as also the development, if not the existence, of the union."

The operations were ready to accept, "grudgingly perhaps", a form of check-off, but there was one form that they resolutely rejected. The check-off was apparently connected with the open or closed shop, and in the particular form of check-off objected to by the operators, both sides "believe they see the closing of the door. At every conference both parties sit with their eyes upon that door. Let it move ever so little, open or shut, and the guns are out," the report said.

The union professed frankly and fully to concede the open shop, and the employers professed frankly and fully to concede the right of their employees to organize. "Thus the union, professing the policy of the 'Open Door', gently proceeds to close it a little, and are surprised and grieved to find behind the door the whole body of the operators shoving as for dear life." The report suggested that "a little more sincerity on the part of both parties and a definite understanding upon the question would eradicate what in the opinion of the board, is a deep-rooted cause of this continuous strife..." If the open shop question were settled, the check-off would present little difficulty, the board thought.

The board also found great inequality in the wages being earned by miners in different mines, and even in the same mine, and this it believed to be another main cause of discontent. It recommended increases for the lower paid miners, and certain changes in the method of remunerating "pillar work", which it appeared under existing arrangements in many cases yielded very high pay. The object of these changes in pay would be to reduce inequalities.

The board was not successful in settling the dispute. The report was accepted by the operators as a basis for negotiation, but the employees accepted a minority report submitted by their nominee on the board. The result was that the strike dragged on for more than six months, and it was not until November 20, that work was resumed after a new agreement had been reached on the basis of the Gordon report.



# INTERNATIONAL LABOUR ORGANIZATION

## 45th International Labour Conference

The session adopts a Recommendation and a Resolution on workers' housing and other various Resolutions dealing with freedom from hunger, holidays with pay, problems of older workers, freedom of association, and the right to organize

The 45th session of the International Labour Conference, held in Geneva from June 7 to 29, accomplished the following:

—Adopted a Recommendation and a Resolution concerning workers' housing.

—Held a general discussion of employment problems and policies and adopted a Resolution concerning employment policy

—Examined the role of the ILO in the promotion of economic expansion and social progress in developing countries, and adopted a Resolution on economics and technical assistance for the promotion of such expansion and progress.

—Adopted a number of Resolutions on matters not mentioned in the agenda for the session, including: a call for the withdrawal of the Republic of South Africa from the ILO, freedom from hunger, holidays with pay, problems of older workers, and freedom of association and protection of the right to organize.

—Took preliminary action toward the adoption of international instruments on vocational training and on equality of treatment of nationals and non-nationals in social security.

—Admitted three new member states, Kuwait, Mauritania and Sierra Leone, increasing the membership of the International Labour Organization to 100 nations.

—Adopted an International Labour Organization budget for 1962 of \$11,115,458 (United States dollars) for 1962. Canada's share will be 3.4 per cent, or \$377,925.

—Examined a report on the way in which member countries have applied ILO standards.

—Held a general debate on the Director-General's Annual Report dealing with "Labour Relations—Present Problems and Prospects for the Future."

A message from President John F. Kennedy of the United States was conveyed to the conference, in which the President pledged to the Organization the "full par-

ticipation, encouragement and support" of the United States.

During the session, the International Institute for Labour Studies was inaugurated. Several delegates announced that their governments were making contributions to the Institute's endowment fund.

More than 1,000 delegates, technical advisers and observers from 94 member countries and four territories took part in the conference, including 42 cabinet ministers responsible for labour affairs in their respective countries. Observer delegations were present from the United Nations, specialized agencies and other official organizations.

M. A. Raschid, Burma's Minister of Industry, Mines and Labour, was elected Conference President; Jovan Popovic, Government Delegate for Yugoslavia, Francisco A. P. Muro de Nadal, Employers' Delegate for Argentina, and L. Lawrence Borha, Workers' Delegate for Nigeria, were elected Vice-Presidents.

Canada's Worker and Government Delegates spoke in the debate on the Report of the Director-General, and Canada's Employer Delegate spoke briefly in support of the Report of the Committee on Social Security.

A total of 205 speakers took part in the general discussion, to which 18 plenary sittings of the Conference were devoted.

### Workers' Housing

The Conference unanimously adopted a Recommendation concerning workers' housing (full text on p. 788).

The Recommendation applies to "the housing of manual and nonmanual workers, including those who are self-employed and aged, retired or physically handicapped persons."

The Recommendation states that national policy should promote the construction or housing and related community facilities so as to make "adequate and decent housing

## CANADIAN DELEGATION

**Government Delegation:** Head of Canadian Delegation—Gordon Cushing, Assistant Deputy Minister, federal Department of Labour; Delegate—Paul Goulet, Assistant to the Deputy Minister and Director of the International Labour Organization Branch, federal Department of Labour; Substitute Delegate—Max Wershof, QC, Ambassador and Permanent Representative of Canada to the European Office of the United Nations, Geneva; Advisers—A. E. Gotlieb, Canadian Permanent Mission to the European Office of the United Nations; R. H. MacCuish, federal Department of Labour; J. A. MacDonald, Department of National Health and Welfare; John Mainwaring, Labour Attaché, Canadian Embassy, Brussels; J. B. Metzler, Deputy Minister of Labour for Ontario; R. P. Opie, Central Mortgage and Housing Corporation; and Gil Schonning, federal Department of Labour.

**Worker Delegation:** Delegate—Stanley H. Knowles, Executive Vice-President, Canadian Labour Congress; Substitute Delegate and Adviser—Kalmen Kaplansky, Director, International Affairs Department, Canadian Labour Congress; Advisers—Marius Bergeron, Confederation of National Trade Unions; A. R. Gibbons, International Railway Brotherhoods; D. Hamilton, Ontario

Federation of Labour; O. Hodges, United Glass and Ceramic Workers of North America; and A. Plante, International Association of Fire Fighters.

**Employer Delegation:** Delegate—T. H. Robinson, Manager, Industrial Relations, Canadian International Paper Company; Substitute Delegate and Adviser—C. B. C. Scott, Assistant General Manager (Personnel), Hydro-Electric Power Commission of Ontario; Advisers—A. J. Bates, Canadian National Railways; E. Benson, Pacific Press Ltd., Vancouver; A. Turner Bone, J. L. E. Price & Co., Ltd., Westmount; J. E. Laflamme, Hull Paving & Construction Co., Ltd., Hull; and F. A. Pouliot, Canadian Pacific Railway Company.

**Principal Representatives Accompanying the Delegation:** Hon. Rene Hamel, QC, Minister of Labour, Quebec; Charles Belanger, Secretary, Minimum Wage Commission, Quebec; Hon. S. T. Pyke, Minister of Labour, Nova Scotia; Hon. K. J. Webber, Minister of Labour, New Brunswick; and Hon. C. H. Ballam, Minister of Labour, Newfoundland.

**Secretary to the Delegation—**R. H. MacCuish, federal Department of Labour; Assistant Secretary—Miss M. Sadinsky, federal Department of Labour.

accommodation and a suitable living environment" available to all workers and their families. It adds that attention should also be given to the "upkeep, improvement and modernization of existing housing and related community facilities."

The Recommendation lays down the principle that, in the matter of financing, the rent or payments toward the purchase by the worker for adequate and decent housing should not cost him "more than a reasonable proportion of income."

The Recommendation states that workers' housing construction programs should provide "adequate scope for private, co-operative and public enterprise," that "housing policy should be co-ordinated with general social and economic policy, so that workers' housing may be given a degree of priority which takes into account both the need therefor and the requirements of balanced economic development." It adds that "each family should have a separate, self-containing dwelling, if it so desires."

The Recommendation goes on to say that a central body in each country should study and assess the needs for workers' housing and related community facilities and should formulate programs to meet these needs.

It also urges the establishment of minimum housing standards, measures to promote efficiency in the building industry and measures designed to allow a hastening of construction of workers' housing in slack periods and the reduction of seasonal unemployment in the building industry.

A Resolution concerning international action in the field of workers' housing was also unanimously adopted. It appeals to governments of economically developed countries and international organizations to include as part of their technical co-operation programs assistance to developing countries for workers' housing in accordance with the provisions of the Recommendation. It states that the cost of providing adequate housing for workers should be considered as an "integral part" of the cost of establishing large-scale industrial undertakings distant from normal centres of population.

## Employment Problems and Policies

Employment problems and policies, on the agenda for general discussion, was considered in a tripartite committee. The committee recognized that the "most difficult employment problems in the world today are those faced by the developing countries." The committee took up such matters as the nature and causes of unemployment and underemployment, employment objectives, the organization of the employment market, freer trade, stabilization of international commodity markets, the international flow of capital, the degree of government intervention in the economy, employment policies in both developing and industrially advanced countries, and international action to help to solve employment problems.







A unanimously approved Resolution calls upon governments of all countries to adopt, as a major goal of social and economic policy, the objective of full, productive and freely chosen employment. This goal is defined as including higher standards of living.

### Economic and Technical Assistance

A Resolution on the promotion of economic and technical assistance in developing countries was unanimously adopted. The Resolution embodied the main conclusions of a committee on technical co-operation to which the matter was referred.

The Resolution invited the governments of member states to consider increasing economic and technical assistance to the developing countries, and reminds them of the goal of 1 per cent of national income of the economically advanced countries recommended by the General Assembly of the United Nations.

The Resolution reaffirms the principle of full respect for national sovereignty and independence, emphasises the necessity of further increasing the operational activities of the ILO and their effectiveness, recommends priority for the training of national personnel urgently needed for the promotion of economic and social development, and invites the attention of governments engaged in national development planning to the facilities available from the ILO to help them in assessing their needs and priorities in the labour and social field.

### Other Resolutions

A Resolution calling for the withdrawal of the Republic of South Africa from the ILO was adopted by a vote of 163 to 0, with 89 abstentions. The Canadian and Employer Delegates abstained, while the Canadian Worker Delegate voted for the Resolution.

The Resolution expressed "the utmost sympathy with those people of South Africa whose fundamental rights are suppressed by the apartheid policy of the South African Government," and declared that "the continued membership of the Republic of South Africa is not consistent with the aims and purposes of the Organization."

A Resolution welcoming the Freedom from Hunger Campaign launched by the Food and Agriculture Organization in co-operation with the United Nations and its specialized agencies was adopted unanimously. The Resolution draws the special attention of employers' and workers' organizations to the importance of this campaign and urges them to co-operate in it.

A Resolution inviting the Governing Body to consider the desirability of placing the question of revision of the Annual Holidays with Pay Convention, 1936, as an item on the agenda of an early session of the Conference, was adopted by a vote of 164 to 0 with 28 abstentions.

A Resolution urging member states and employers' and workers' organizations to give special attention to the particular needs of older workers, and to the contributions older workers can make to economic and social development, was adopted without opposition.

A Resolution on freedom of association and the right to organize was adopted by a vote of 147 to 35 with 10 abstentions. The resolution invites member states that have not already done so to ratify the Freedom of Association and Protection of the Right to Organize Convention, 1948, and the Right to Organize and Collective Bargaining Convention, 1949, and to place fully into effect the provisions of those Conventions.

### Vocational Training

The Conference voted by 211 to 0, with one abstention, to "place on the agenda of its next ordinary session the question of vocational training for a second discussion, with a view to the adoption of a Recommendation."

The Committee's report contains, in the form of a proposed draft, the text of such a Recommendation. The contemplated instrument would supersede the Vocational Training Recommendation, 1939; the Apprenticeship Recommendation, 1939, and the Vocational Training (Adults) Recommendation, 1950.

The Text proposed by the Committee would apply "to all training designed to prepare any person for initial or later employment or promotion in any branch of economic activity" with the exception of: (1) training for management or high-level

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**Canadian Delegation to the 45th ILO Conference**—(left to right) Seated: S. H. Knowles, Hon. Remi Hamel, Max Wershof, Hon. S. T. Pyke, Gordon Cushing, Hon. K. J. Webber, Paul Goulet, T. H. Robinson; Standing: A. J. Bates, Gil Schonning, J. B. Metzler, A. E. Gotlieb, D. Hamilton, J. A. Macdonald, Marius Bergeron, E. Benson, F. A. Pouliot, A. Plante, A. R. Gibbons, R. P. Opie, J. E. Laflamme, John Mainwaring, A. T. Bone, C. B. C. Scott, Kalmen Kaplansky, O. Hodges, Charles Belanger, R. H. MacCuish.

supervisory posts, (2) training for seafarers (covered by a 1946 Recommendation) and (3) training in agriculture (covered by a 1956 Recommendation).

The text lays down the principle that "training is not an end in itself, but a means of developing as a "process continuing throughout the working life of the individual." It further states that "training should be free from any form or discrimination on the basis of race, colour, sex, religion, political opinion, national extraction or social origin." It emphasizes the need for the continuous co-operation of all those concerned, notably public authorities, educational bodies and employers' and workers, organizations.

The proposals set forth in the text are grouped under the following headings: National Planning and Administration, Arrangements for Co-operation, Information and Training Opportunities, Arrangements for Vocational Guidance and Selection, Pre-vocational Preparation, Organization of Training, Methods and Means of Training, Training by Undertakings, Accelerated Training, Apprenticeship, Training of Supervisors up to the Level of Foremen, Teaching Staff, Countries in the Process of Industrialization and International Co-operation.

### Social Security

Recognizing the need to draw up new international instruments to deal with the principle of equality of treatment of nationals and non-nationals in social security, the Conference decided to place this question on the agenda of its next ordinary session for a second discussion, with a view to the adoption of a Convention and a Recommendation.

The conclusions proposed by the Committee on Social Security and approved by the Conference have in view a Convention that would lay upon a member state ratifying it an obligation to grant within its territory to the nationals of any other ratifying member the same treatment as it grants to its own nationals under its social security laws and regulations.

This undertaking would apply in every branch of social security in respect of which both member states concerned have ratified the Convention. A list of the branches of social security in respect of which the Convention might be ratified is given.

Each member ratifying the proposed Convention would undertake to grant equality of treatment to refugees and stateless persons. Payment of certain benefits outside national territory would also be provided for.

The Recommendation contemplated by the Conference would be conceived in such a way as to widen the scope of the Convention.

The Conference also adopted, by a vote of 199 to 0 with 7 abstentions, a resolution requesting member states of the ILO urgently to consider the ratification and application of the Social Security (Minimum Standards) Convention, 1952.

### Hours of Work

The Committee set up to examine the question of the reduction of hours of work put a draft Recommendation before the Conference. In a show of hands, 144 voted in favour, 41 against, and there were 28 abstentions. For want of a quorum when the final record vote was taken, however, the proposed Recommendation was not adopted.

### Gordon Cushing

In Canada, industrial and economic problems, both national and local, will have a greater bearing on industrial relations in the future than they have in the past; and settlements at the bargaining table will have to be tied more closely to the outlook for products, wages, prices, productivity and employment, said Gordon Cushing, Government Delegate and head of the Canadian delegation.

Speaking to the Conference during the discussion on the report of the Director-General, Mr. Cushing gave a brief description of the Canadian industrial relations system. This system, he said, "builds upon a bargaining relationship between the workers and the management at the level of the individual undertaking," and places upon the parties the joint responsibility for reaching a collective agreement that "will outline the essential characteristics of their relationship in the period ahead."

Collective bargaining, in resolving the objectives of the parties cannot ignore the public interest, the speaker said. On all sides in Canada it has been realized that "there is little room for bargaining decisions by management and labour which are made in the belief that the normal workings of the economy will absorb their mistakes.

"We believe that the parties to collective bargaining have largely developed a sound basis for reaching economically workable decisions," he continued. "Certainly, we could say that bargaining is becoming a more realistic exercise."

The only measure we have of the success of the parties in reaching acceptable solutions is the extent to which they fail to do so, with the result that a strike occurs, Mr. Cushing said. But since the percentage



of working time lost in Canada through strikes last year had been only about a fifth of a day per worker—the lowest during the past decade—this seemed to indicate “that management and labour are finding ways of solving the many and complex problems before them.”

Referring to the question of technological change, Mr. Cushing said that too often the parties concerned with the human consequences of such change have not had an opportunity to make plans for, and give advice on meeting its effects.

Problems arising out of economic and technological change have been dealt with at the bargaining table in a variety of ways, and solutions already produced by collective bargaining include severance pay and provisions regarding seniority and promotion, to give a few examples. “Other such problems will undoubtedly reach the bargaining table in the days to come, as the pace of the change quickens, whether it be in the form of new markets and products or new technology,” the speaker said.

The problem of making human adjustments to industrial change cannot be solved by collective bargaining alone, the speaker pointed out. Adjustment must be made to the new kinds of manpower requirements that are arising in our economy under the impact of technological change. These requirements will change considerably, “at least in emphasis,” he said. “Industry will require proportionately more professionals, technicians and skilled workers than it will require semi-skilled and unskilled workers.”

### Stanley Knowles

“The position taken by the trade union movement in Canada is that there are conflicts of interest between employers and employees, and that these conflicts can best be resolved by a collective bargaining relationship,” said Stanley Knowles, Canadian Worker Delegate.

“Such a relationship has meaning only if it is arrived at by a union and an employer whose identities are clear and distinct,” he told the conference as he went on to discuss the position of trade unions in eastern Europe, to which the Director-General had referred in his report. The Director-General had said that in those countries the management personnel were members of the same union as the rest of the staff, and that the union did not bargain in fixing wage rates, although it did “carry out a wide range of social security and welfare functions.”

“If management is indistinguishable from employees to the extent that both belong to the same organization, then the trade union

exists only in name,” Mr. Knowles asserted. “To the extent that the union carries out social security and welfare functions, it might just as well be regarded as a branch of government. If . . . the union cannot bargain on so vital an issue as wages, its role as a union is hardly a vital one as the term ‘trade union’ is understood in our country.”

Mr. Knowles took exception to something in the Director-General’s report that seemed to imply that in the developing countries trade unions were “enjoined not to use the collective bargaining process to win for themselves economic gains which might otherwise be used for capital accumulation.”

Developing countries have problems of capital resources, the speaker agreed, “but are we to assume that such capital is to be obtained at the expense of the workers of these countries, by keeping their standards low?” he asked. “Are the developing countries to go through the same stages of ruthless exploitation that marked the beginnings of the industrial revolution in some of our economically developed countries? I hope not. If free societies are to be established in the newer countries of Africa and Asia, let us hope they will not make the mistakes made in some of the now more developed countries.”

### T. H. Robinson

The full support of all the delegates for the report of the Committee on Social Security, together with the conclusions and recommendations attached to it, was asked for by T. H. Robinson, Canadian Employer Delegate, on behalf of the Employer members of the Committee.

Mr. Robinson, who was one of the vice-chairmen of the Committee, said that there had been no disagreement within the Committee on the principle that there should be equality of treatment of nationals and non-nationals in social security and although there had been differences with regard to the means to be employed in reaching this end, they had been amicably resolved.

### Director-General’s Reply

The Director-General, in his reply to the discussion on his report, defined the role of the International Labour Office in a changing world.

He said he believed that the two dynamic forces for change he had referred to in his report—the drive for economic development and the changing technology of production—in reality merged into one. It became one “accelerated process of changes in production, in economic organization, in social conditions and the structure of societies, which is affecting different countries and



areas in different ways, but which is active everywhere throughout the world."

"The ILO's main responsibility today, as I see it, is to ensure that the goals of social improvement remain uppermost within this total process of change," Mr. Morse said.

It was the function and duty of an international organization to stand apart from competing ideologies, he held, and he advised against allowing general theories to determine important economic and social decisions.

The Director-General reported that some of the developing countries had called on the ILO for help in formulating social programs, and he suggested that the ILO should "equip itself more adequately to furnish this kind of assistance."

He went on to discuss the importance in the developing countries of working conditions in the public sector, the social uses of fiscal policy, the part trade unions could play in shaping social policy, the importance of education and the labour mobilization

schemes adopted by some countries, notably in Africa.

## Canadian Participation

Canadians served on conference committees as follows: Gordon Cushing, A. E. Gotlieb, T. H. Robinson, and Kalmen Kaplansky (Vice-Chairman) on the resolutions committee; J. B. Metzler, T. H. Robinson and Marius Bergeron on the committee on hours of work; R.P. Opie, (Reporter), T. H. Robinson and D. Hamilton on the committee on workers' housing; Gil Schonning (Reporter), T. H. Robinson and Stanley Knowles, on the committee on employment; R. H. MacCuish, T. H. Robinson and A. R. Gibbons on the committee on vocational training; J. Macdonald, T. H. Robinson (Vice-Chairman) and A. Plante on the committee on social security; John Mainwaring, T. H. Robinson and O. Hodges on the committee on technical co-operation, and Gordon Cushing, Paul Goulet, T. H. Robinson and Kalmen Kaplansky on the selection committee.

## Text of the Recommendation Concerning Workers' Housing

The General Conference of the International Labour Organisation,

Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Forty-Fifth Session on 7 June 1961, and

Having decided upon the adoption of certain proposals regarding workers' housing, which is the fifth item on the agenda of the session, and

Having determined that these proposals shall take the form of a Recommendation,

adopts this 26th day of June of the year one thousand nine hundred and sixty-one the following Recommendation, which may be cited as the Workers' Housing Recommendation, 1961:

Whereas the Constitution of the International Labour Organisation provides that the Organisation shall promote the objects set forth in the Declaration of Philadelphia, which recognises the solemn obligation of the International Labour Organisation to further among the nations of the world programmes which will achieve the provision of adequate housing; and

Whereas the Universal Declaration of Human Rights adopted by the General Assembly of the United Nations recognises that "everyone has the right to a standard of living adequate for the health and well-being of himself and of his family, including . . . housing"; and

Whereas the United Nations and the International Labour Organisation have agreed, as set forth in the Integrated Work Programme of the United Nations and the Specialised Agencies in the Field of Housing and Town and Country Planning, noted by the Economic and Social Council and by the Governing Body of the International Labour Office in 1949, that the

United Nations has an over-all responsibility within the general field of housing and town and country planning and the International Labour Organisation a special concern for matters relating to workers' housing;

The Conference recommends that each Member should, within the framework of its general social and economic policy, give effect to the following General Principles in such matter as may be appropriate under national conditions:

### GENERAL PRINCIPLES

#### *I. Scope*

1. This Recommendation applies to the housing of manual and non-manual workers, including those who are self-employed and aged, retired or physically handicapped persons.

#### *II. Objectives of National Housing Policy*

2. It should be an objective of national policy to promote, within the framework of general housing policy, the construction of housing and related community facilities with a view to ensuring that adequate and decent housing accommodation and a suitable living environment are made available to all workers and their families. A degree of priority should be accorded to those whose needs are most urgent.

3. Attention should also be given to the upkeep, improvement and modernisation of existing housing and related community facilities.

4. The aim should be that adequate and decent housing accommodation should not cost the worker more than a reasonable proportion of income, whether by way of rent for, or by way of payments towards the purchase of, such accommodation.

5. Workers' housing programmes should provide adequate scope for private, co-operative and public enterprise in house building.

6. In view of the fact that programmes of large scale permanent housing construction may compete directly with programmes for economic growth and development—since scarce skilled and semi-skilled labour or scarce material resources may be needed for housing as well as for other types of production required for the expansion of production capacity—housing policy should be co-ordinated with general social and economic policy, so that workers' housing may be given a degree of priority which takes into account both the need therefor and the requirements of balanced economic development.

7. Each family should have a separate, self-contained dwelling, if it so desires.

### *III. The Responsibility of Public Authorities*

8. (1) The competent national authorities, having due regard to the constitutional structure of the country concerned, should set up a central body with which should be associated all public authorities having some responsibility relating to housing.

(2) The responsibilities of the central body should include—

- (a) studying and assessing the needs for workers' housing and related community facilities; and
- (b) formulating workers' housing programmes, such programmes to include measures for slum clearance and the rehousing of occupiers of slum dwellings.

(3) Representative employers' and workers' organisations, as well as other organisations concerned, should be associated in the work of the central body.

9. National housing programmes should aim at ensuring, consistently with other national goals and within limits set by housing and related needs, that all private and public resources which can be made available for the purpose are co-ordinated and utilised for the construction of workers' housing and related community facilities.

10. Where a substantial permanent increase of house-building capacity is required in order to meet national needs for workers' housing on a continuing basis, economic development programmes should include, consistently with other national goals, measures to provide in the long run the skilled manpower, materials, equipment and finance required for house building.

11. Public authorities should, to the extent required, and as far as practicable, assume responsibility either for providing directly or for stimulating the provision of workers' housing on a rental or home-ownership basis.

### *IV. Housing Provided by Employers*

12. (1) Employers should recognise the importance to them of the provision of housing for their workers on an equitable basis by public agencies or by autonomous private

agencies, such as co-operative and other housing associations, separate from the employers' enterprises.

(2) It should provide housing for their workers directly, with the exception of cases in which circumstances necessitate that employers provide housing for their workers, as, for instance, when an undertaking is located at a long distance from normal centres of population, or where the nature of the employment requires that the worker should be available at short notice.

(3) In cases where housing is provided by the employer—

- (a) the fundamental human rights of the workers, in particular freedom of association, should be recognised;
- (b) national law and custom should be fully respected in terminating the lease or occupancy of such housing on termination of the workers' contracts of employment; and
- (c) rents charged should be in conformity with the principle set out in Paragraph 4 above, and in any case should not include a speculative profit.

(4) The provision by employers of accommodation and communal services in payment for work should be prohibited or regulated to the extent necessary to protect the interests of the workers.

### *V. Financing*

13. (1) The competent authorities should take such measures as are appropriate to ensure the execution of the accepted programmes of workers' housing by securing a regular and continuous provision of the necessary financial means.

(2) For this purpose—

- (a) public and private facilities should be made available for loans at moderate rates of interest; and
- (b) such facilities should be supplemented by other suitable methods of direct and indirect financial assistance such as subsidies, tax concessions, and reduction of assessments, to appropriate private, co-operative and public owners of housing.

14. Governments and employers' and workers' organisations should encourage co-operative and similar non-profit housing societies.

15. Public authorities should endeavour to ensure that public and private facilities for loans on reasonable terms are available to workers who wish to own or to build their dwellings, and should take such other steps as would facilitate home ownership.

16. National mortgage insurance systems or public guarantees of private mortgages should be established as a means of promoting the building of workers' housing in countries where a sound credit market exists and where such systems are considered appropriate.



17. Appropriate measures should be taken in accordance with national practice—

- (a) to stimulate saving by individuals, co-operative societies and private institutions which can be used to finance workers housing; and
- (b) to encourage investment by individuals, co-operative societies and private institutions in construction of workers' housing.

18. Workers' housing built with assistance from public funds should not become the object of speculation.

#### *VI. Housing Standards*

19. As a general principle, the competent authority should, in order to ensure structural safety and reasonable levels of decency, hygiene and comfort, establish minimum housing standards in the light of local conditions and take appropriate measures to enforce these standards.

#### *VII. Measures to Promote Efficiency in the Building Industry*

20. Governments, in association with employers' and workers' organisations, should promote measures to achieve the most efficient use of available resources in the building and associated industries and, where necessary, should encourage the development of new resources.

#### *VIII. House Building and Employment Stabilisation*

21. National housing programmes should be planned so as to permit a speeding up of the construction of workers' housing and related community facilities during slack periods.

22. Appropriate measures should be taken by governments and employers' and workers' organisations to increase the annual output of workers' housing and related facilities by reducing seasonal unemployment in the building industry, subject to the principles referred to in Paragraph 6 above.

#### *IX. Town, Country and Regional Planning*

23. The development and execution of workers' housing programmes should conform to sound town, country and regional planning practice.

24. (1) Public authorities should take all appropriate steps to prevent land speculation.

(2) Public authorities should—

- (a) have the power to acquire land at a fair price for workers' housing and related community facilities; and
- (b) create land reserves in appropriate situations in order to facilitate advance planning of such housing and facilities.

(3) Such land should be made available for workers' housing and related community facilities at a fair price.

#### *X. Application of General Principles*

25. In applying the General Principles set forth in this Recommendation, each Member of the International Labour Organisation and

the employers' and workers' organisations concerned should be guided, to the extent possible and desirable, by the accompanying Suggestions concerning Methods of Application of the Recommendation.

### **SUGGESTIONS CONCERNING METHODS OF APPLICATION**

#### *1. General Considerations*

1. Workers' housing programmes adopted and pursued in accordance with Paragraph 8 of the General Principles should be such as to lead to maximum improvement in workers' housing conditions as quickly as relevant considerations—such as available national resources, state of economic development, technology and priorities competing with housing—permit.

2. Special consideration should be given in national housing programmes, particularly in developing countries, to the housing needs of workers employed in, or required by, industries or regions which are of great national importance.

3. In establishing and carrying out workers' housing programmes, special attention should be given at the local level to—

- (a) the size and age and sex composition of the worker's family;
- (b) the relationship of the persons within the family; and
- (c) the particular circumstances of physical handicapped persons, persons living on their own and aged persons.

4. Measures should be taken, where appropriate, to achieve a more effective utilisation of the existing supply of rental housing by encouraging an exchange of occupancies in accordance with housing needs, arising for example from size of family or place of work.

5. The competent authorities should give special attention to the particular problem of housing migrant workers and, where appropriate, their families, with a view to achieving as rapidly as possible equality of treatment between migrant workers and national workers in this respect.

6. The collection and analysis of comprehensive building and population statistics as well as the undertaking of sociological studies should be encouraged as essential elements in the formulation and execution of long-term housing programmes.

#### *II. Housing Standards*

7. The housing standards referred to in Paragraphs 19 of the General Principles should relate in particular to—

- (a) the minimum space per person or per family as expressed in terms of one or more of the following, due regard being had to the need for rooms of reasonable dimensions and proportions:

- (i) floor area;
- (ii) cubic volume; or
- (iii) size and number of rooms;



- (b) the supply of safe water in the workers' dwelling in such ample quantities as to provide for all personal and household uses;
- (c) adequate sewage and garbage disposal systems;
- (d) appropriate protection against heat, cold, damp, noise, fire, and disease-carrying animals, and, in particular, insects;
- (e) adequate sanitary and washing facilities, ventilation, cooking and storage facilities and natural and artificial lighting;
- (f) a minimum degree of privacy both—
  - (i) as between individual persons within the household; and
  - (ii) for the members of the household against undue disturbance by external factors; and
- (g) suitable separation of rooms devoted to living purposes from quarters for animals.

8. Where housing accommodation for single workers or workers separated from their families is collective, the competent authority should establish housing standards providing, as a minimum, for—

- (a) a separate bed for each worker;
- (b) separate accommodation of the sexes;
- (c) adequate supply of safe water;
- (d) adequate drainage and sanitary conveniences;
- (e) adequate ventilation and, where appropriate, heating; and
- (f) common dining rooms, canteens, rest and recreation rooms and health facilities, where not otherwise available in the community.

9. Workers' housing standards should be revised from time to time to take account of social, economic and technical development and increase of real income per head.

10. In general, and in localities where employment opportunities are not of a temporary character, workers' housing and related community facilities should be of durable construction.

11. The aim should be to construct workers' housing and related community facilities in the most suitable materials available, having regard to local conditions, such as liability to earthquakes.

### III. Special Schemes

12. In the developing countries special consideration should be given, as an interim measure pending development of a skilled labour force and of a building industry, to schemes such as large-scale aided self-help schemes for short-life housing, which offer one means for improvement in housing conditions, particularly in rural areas. Simultaneously, steps should be taken in these countries for the training of unemployed and unskilled workers for the building industry, thereby increasing the capacity for building permanent dwellings.

13. All appropriate measures should be taken by governments, employers and employers' and workers' organisations to assist home ownership by workers and, where desirable, self-help housing schemes. Such measures might include, for example—

- (a) the provision of technical services such as architectural assistance and, where necessary, competent supervision of the work;
- (b) research into housing and building matters and publication and dissemination of manuals and simple, illustrated pamphlets containing information on such matters as housing design, housing standards, and building techniques and materials;
- (c) training in simple building techniques for self-help housing;
- (d) the sale or hire of equipment, materials or tools at less than cost;
- (e) reduced interest rates and similar concessions, such as direct financial subsidies towards the initial capital outlay, the sale of land at less than developed cost and long leases of land at nominal rents.

14. All appropriate measures should be taken, where necessary, to give families information concerning the maintenance and rational use of facilities in the home.

### IV. Housing Provided by Employers

15. In cases where housing is provided by the employer the following provisions should apply unless equivalent protection of the worker is ensured, whether by law or by collective or other binding agreements:

- (a) the employer should be entitled to repossess the accommodation within a reasonable time in the event of termination of employment;
- (b) the worker or his family should be entitled to a reasonable period of continued occupancy to enable a satisfactory alternative dwelling to be obtained when he ceases to exercise his employment by reason of sickness, incapacity, the consequences of employment injury, retirement or death;
- (c) the worker who, in the event of termination of his employment, is obliged to vacate his accommodation, should be entitled to receive fair compensation—
  - (i) for crops which he is growing, with permission, on land belonging to the employer; and
  - (ii) as a general rule, for improvements enhancing permanently the amenities of the accommodation, which are made with the agreement of the employer, and the value of which has not yet been written off through use.

16. A worker occupying housing provided by his employer should maintain the premises in the condition in which he found them, fair wear and tear excepted.

17. Persons having social relations or business including trade union business, with a worker occupying accommodation provided by the employer, should be entitled to free access to the house occupied by such worker.

18. The possibility should be examined, where appropriate, of a public authority or other institution or worker-occupants acquiring, for a fair price, ownership of housing provided by the employer, except in cases where such housing is within the operational area of the undertaking.

#### *V. Financing*

19. Public authorities should either finance directly or give financial assistance to rental housing schemes, especially for certain groups of workers, such as heads of newly formed families, single persons and those whose mobility is desirable for a balanced development of the economy.

20. Loans granted to workers in accordance with Paragraph 15 of the General Principles should cover all, or a substantial part of, the initial cost of the dwelling unit and should be repayable over a long period of time and at a moderate rate of interest.

21. Provident funds and social security institutions should be encouraged to use their reserves available for long-term investment to provide facilities for loans for workers' housing.

22. In the case of loans granted to workers to promote home ownership, adequate provision should be made to protect the worker against the loss of his financial equity in his house on account of unemployment, accident or other factors beyond his control, and in particular to protect his family against the loss of his financial equity in the event of his death.

23. Public authorities should render special financial assistance to workers who, by reason of inadequate income or excessively heavy outlay in respect of family responsibilities, are unable to obtain adequate accommodation.

24. In cases where public authorities provide direct financial assistance toward home ownership, the recipient should assume financial and other responsibilities with respect to such housing in so far as his capacity permits.

25. Public authorities giving financial assistance to housing programmes should ensure that tenancy or ownership of such workers' houses should not be refused on grounds of race, religion, political opinion or trade union membership.

#### *VI. Measures to Promote Efficiency in the Building Industry*

26. Workers' housing programmes should be carried out on a long-term basis, and should be spread over the whole year, in order to obtain the economies of continuous operation.

27. Appropriate measures should be taken for improving and, where necessary, expanding facilities for the training of skilled and semi-skilled workers, supervisory personnel, contractors and professional personnel, such as architects and engineers.

28. Where there is a shortage of building materials, tools or equipment, consideration should be given to such measures as giving

priority to the construction of factories producing these goods, importing equipment for such factories and increasing trade in these goods.

29. Having full regard to consideration of health and safety, building codes and other regulations pertaining to design, materials and as to permit the use of new building materials construction techniques should be so formulated and methods, including locally available materials and self-help methods.

30. Special attention should be given, among other measures, to improved planning and organisation of work on the site, to greater standardisation of materials and simplification of working methods and to the application of the results of building research.

31. Every effort should be made to eliminate restrictive practices on the part of contractors, building-material suppliers and workers in the building-industry.

32. National institutions should be developed for the purpose of undertaking research into social, economic and technical problems of workers' housing. Where appropriate, use might be made of such services as can be made available by the Regional Housing Centres sponsored or assisted by the United Nations and other appropriate international organisations.

33. Every effort should be made to promote the efficiency of small scale building contractors, for example by placing at their disposal information on low-cost materials and methods of building, by the provision of centralised facilities for hiring tools and equipment, by specialised training courses and by establishing suitable financial facilities where they do not already exist.

34. Measures for reducing building costs should not result in a lowering of the standards of workers' housing and related facilities.

#### *VII. House Building and Employment Stabilisation*

35. Where unemployment in the construction industry is markedly in excess of the transitional unemployment which occurs during the period between the cessation of a construction workers' employment on one site and the commencement of his employment on another site, or where there is substantial unemployment outside the construction industry, programmes for workers' housing and related facilities should be expanded, where appropriate, to offer employment to as many unemployed persons as possible.

36. In periods of declining private construction or declining economic activity in general and in cases where there is a need for an increased volume of construction, the government should take special action to stimulate the construction of workers' housing and related facilities by local authorities, or private enterprise or both, by such means as financial assistance or extension of their borrowing powers.



37. Measures for increasing, if necessary, the volume of private housing might include a reduction in the rate of interest and in the size of downpayment required, and the lengthening of the amortisation period.

38. Where appropriate, measures to be taken to reduce seasonal unemployment in the construction industry may include—

- (a) the use of all appropriate plant, machinery, materials and techniques to enable construction work to be carried out in a safe and satisfactory manner and to protect the worker during periods traditionally regarded as unfavourable for the carrying out of construction operations;
- (b) education of those concerned regarding the technical feasibility and social desirability of not interrupting construction in unfavourable climatic conditions;
- (c) the payment of subsidies to offset in whole or in part additional costs which might be involved in construction under such conditions; and
- (d) the timing of various operations in programmes of workers' housing and related facilities in such manner as will help to reduce seasonal unemployment.

39. Appropriate steps should be taken, where necessary, to ensure administrative and financial co-ordination between the various central and local public authorities, and between them and private bodies, in carrying out an employment stabilisation programme affecting the construction of workers' housing and related facilities.

### *VIII. Rent Policy*

40. (1) Although in the highly industrialised countries with a high and rising standard of living one of the long-term objectives should be that rents should tend to cover the normal costs of housing accommodation, taking into account the principles laid down in Paragraph 4 of the General Principles, it should be a general aim that as the result of higher real wages and increased productivity in the building industry the percentage of the workers' income devoted to rent covering the normal cost of the dwelling should progressively diminish.

(2) No increase in rent should permit more than a reasonable rate of return for the investment.

(3) During periods of acute housing shortage, measures should be taken to prevent an undue rise in rents of existing workers' housing. As the housing shortage eases and a sufficient number of workers' dwellings of decent quality become available to meet the need, these

measures may be, where appropriate, progressively relaxed, subject to the provisions of this Paragraph.

### *IX. Town, Country and Regional Planning*

41. Workers' housing should, in so far as practicable and taking into account available public and private transport facilities, be within easy reach of places of employment, and in close proximity to community facilities, such as schools, shopping centres, recreation areas and facilities for all age groups, religious facilities and medical services, and should be so sited as to form attractive and well-laid out neighbourhoods, including open spaces.

42. In the design of houses and the planning of new communities for workers, every effort should be made to consult those bodies representative of future occupants best able to advise on the most suitable means of meeting their housing and environmental needs.

43. The siting of workers' housing should take into consideration the possibility of air pollution from factories, and topographical conditions which may have an important bearing on the disposal of surface run-off and of sewage and other wastes.

44. In the construction of short-life housing it is particularly important to ensure community planning and control over density of occupancy.

45. It is desirable to adopt the principle of providing in towns and cities for inter-related zones, such as residential, commercial and industrial zones, with a view to ensuring as agreeable an environment as possible for the worker and his family and to minimising the time spent and risks incurred by workers in going to and from work.

46. With a view to combatting slums, the competent authorities, in collaboration, as appropriate, with civic and other organisations concerned, as well as with landlords, home owners and tenants, should take all practicable measures for the rehabilitation of slum areas by means such as renovation and modernisation of structures which are suitable for such action and the conservation of buildings of architectural or historical interest. The competent authorities should also take appropriate action to ensure adequate housing accommodation for families, which may be temporarily displaced during the period when such rehabilitation is being carried out.

47. In order to lessen overcrowding in large urban centres, plans for future development should be formulated on a regional basis, with a view to preventing over-concentration of industry and population and to achieving a better balance between urban and rural development.



## INDUSTRIAL RELATIONS AND CONCILIATION

### Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for four days during June. The Board issued thirteen certificates designating bargaining agents, rejected one application for certification and one application for revocation of certification. During the month the Board received ten applications for certification, one request under Section 61 (2) of the Act for review of an earlier decision, and allowed the withdrawal of two applications for certification.

#### Applications for Certification Granted

1. Marconi Salaried Employees Association (Special Services Division, Field Service Group), on behalf of a unit of salaried employees of the Canadian Marconi Company employed in its Special Services Division (L.G., May, p. 470).

2. National Association of Broadcast Employees and Technicians, on behalf of a unit of technical personnel employed by Vantel Broadcasting Co. Ltd. at Station CHAN-TV in Vancouver, B.C. (L.G., May, p. 470).

3. Vancouver-New Westminster Guild, Local No. 115, American Newspaper Guild, on behalf of a unit of certain administrative personnel including clerks and stenographers, and certain program and production personnel including cameramen, reporters, editors, staff performers and announcer-operators, employed by Vantel Broadcasting Co. Ltd. at Station CHAN-TV in Vancouver, B.C. (L.G., June, p. 567).

4. International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, on behalf of a unit of program and production employees employed by Vantel Broadcasting Co. Ltd. at Station CHAN-TV in Vancouver, B.C. (L.G., June, p. 568).

5. The Association of Employees of M & P Transport, on behalf of a unit of employees of M & P Transport Ltd, comprising longhaul drivers, city drivers and dockmen operating in and out of Edmonton, Alta., and dockmen and pick-up men based

at Calgary, Alta. (L.G., June, p. 568). Locals 880 and 938 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America had intervened.

6. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, General Truck Drivers' Union, Local 938, and Transport Drivers, Warehousemen and Helpers Union, Local 106, on behalf of a unit of employees of St. Johns (Iberville) Transport Co. Ltd., working in and out of Toronto, Ont., and Iberville, Que. (L.G., June, p. 568).

7. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of longshoremen employed by Upper Lakes Shipping Ltd. in the loading and unloading of ships at the Port of Toronto (L.G., June, p. 568).

8. International Longshoremen's and Warehousemen's Union, Local 501, on behalf of a unit of checkers, mechanics, drivers, shedmen and janitors, regularly employed by the Canadian Stevedoring Company Limited on or about the Terminal Docks in Vancouver, B.C. (L.G., July, p. 672).

9. International Longshoremen's and Warehousemen's Union, Local 501, on behalf of a unit of dock machine operators regularly employed by the Empire Stevedoring Company Ltd. on or about the C.P.R. docks in Vancouver, B.C. (L.G., July, p. 672).

10. National Association of Broadcast Employees and Technicians, on behalf of a unit of employees employed by Channel Seven Television Ltd. at CJAY-TV in Winnipeg, Man. (L.G., July, p. 672).

11. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of deckhands, cooks and stewardesses, employed aboard the M.V. *Pacific Prince* by the Northwest Shipping Co. Ltd., Vancouver, B.C. (L.G., July, p. 672).

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This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

12. International Brotherhood of Electrical Workers, Local Union No. 2096, on behalf of a unit of testers and utility men employed by the Eastern Telephone and Telegraph Co. at Sydney Mines and Hardwood Hill, N.S., Clarendville, Nfld., and Spruce Lake, N.B., in its microwave and undersea cable telephone communication system (L.G., July, p. 673).

13. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 419, Warehousemen and Miscellaneous Drivers, on behalf of a unit of employees of Middup Moving & Storage Limited, working in and out of Toronto, Ont. (L.G., July, p. 673).

#### Application for Certification Rejected

International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 938, General Truck Drivers' Union, applicant, and Fleet Express

Lines, Limited, Toronto, Ont., respondent (L.G., June, p. 568). The application was rejected because the Board was not satisfied that the employees concerned were members in good standing of the applicant in accordance with the provisions of Section 15 of the Board's Rules of Procedure.

#### Application for Revocation of Certification Rejected

The Board rejected an application for revocation of certification affecting Sidney E. Odger, et al, applicants, Canadian National Railways, Winnipeg, Man., respondent, and the Canadian Brotherhood of Railway, Transport and General Workers, respondent (L.G., June, p. 568). The Board rejected the application for revocation because, in its opinion, contrary to the position taken by the applicants, the original application for certification was made and dealt with in a proper manner, and because, on the

### Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board, in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for application for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the province of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.



evidence, the Board was satisfied that the employees affected were not unaware of the application for certification at the time when it was processed.

### Applications for Certification Received

1. Vancouver Harbour Employees' Association, on behalf of a unit of security guards employed by the National Harbours Board at the Port of Vancouver (Investigating Officer: D. S. Tysoe).

2. International Association of Machinists, on behalf of a unit of fueling service personnel employed by Consolidated Aviation Fueling Services Limited at the Montreal International Airport, Dorval, Que. (Investigating Officer: R. L. Fournier).

3. Marconi Salaried Employees Association (CFCF-TV), on behalf of a unit of employees of the Canadian Marconi Company employed at CFCF-TV in Montreal, Que. (Investigating Officer: C. E. Poirier).

4. Canadian Merchant Service Guild, Inc., on behalf of a unit of deck officers employed aboard vessels operated by Redwood Enterprises Ltd., Montreal, Que. (Investigating Officer: C. E. Poirier).

5. Canadian Merchant Service Guild, Inc., on behalf of a unit of deck officers employed aboard vessels operated by the Winona Steamship Co. Limited, Montreal, Que. (Investigating Officer: C. E. Poirier).

6. Transport Drivers, Warehousemen and Helpers Union, Local 106, and General Truck Drivers' Union, Local 938, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Central Truck Lines Limited, Val d'Or, Que. (Investigating Officer: Rémi Duquette).

7. Local 5197, United Steelworkers of America, on behalf of a unit of longshoremen employed by the Eastern Canada Stevedoring Co. Ltd., at Port Cartier, Que. (Investigating Officer: Rémi Duquette).

8. General Truck Drivers' Union, Local 938, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit

of employees of MacCosham Van Lines Limited working in and out of Kingston, Ont. (Investigating Officer: A. B. Whitfield).

9. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of longshoremen employed by Upper Lakes Shipping Ltd. at Fort William and Port Arthur, Ont. (Investigating Officer: J. S. Gunn).

10. Transport Drivers, Warehousemen and Helpers Union, Local 106, and General Truck Drivers' Union, Local 938, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Overnite Express Limited, working in and out of Montreal, St. Jerome, and Hull, Que., and Toronto, Ont. (Investigating Officer: G. A. Lane).

### Applications for Certification Withdrawn

1. Line Drivers, Warehousemen, Pickup Men & Dockmen's Union, Local No. 605, and Teamsters, Chauffeurs, Warehousemen and Helpers, Local No. 514, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Vancouver Alberta Freightlines Ltd., operating in and out of Vancouver, B.C., and Edmonton, Alta. (L.G., July, p. 672).

2. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of employees of the Canadian National Railways, employed in the office of the General Material Supervisor at Moncton, N.B. (L.G., July, p. 673).

### Request for Review of Decision under Section 61 (2) of Act

Request for amendment of the certificate issued by the Board on November 9, 1959, affecting the Brotherhood of Maintenance of Way Employees, applicant, and the Quebec North Shore and Labrador Railway Company, respondent (L.G., January, 1960, p. 52).

## Conciliation and Other Proceedings before the Minister of Labour

### Conciliation Officers Appointed

During June, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Canuk Lines Limited, Montreal, and Seafarers' International Union of Canada (Conciliation Officer: Rémi Duquette).

2. H. W. Bacon Limited, Toronto, and Local 419 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: F. J. Ainsborough).

3. United Keno Hill Mines Limited, Elsa, Yukon Territory, and Local 924 of the



International Union of Mine, Mill and Smelter Workers (Conciliation Officer: D. S. Tysoe).

4. Eldorado Mining and Refining Limited, Port Hope, Ont., and Local 13173, Region 77, District 50, United Mine Workers of America (Conciliation Officer: T. B. McRae).

5. The Shipping Federation of Canada, Inc., Montreal, and Local 1657 of the International Longshoremen's Association (checkers and cargo repairmen) (Conciliation Officer: Rémi Duquette).

6. Canadian Pacific Railway Company (dining, cafe and buffet car employees) and Brotherhood of Railroad Trainmen (Conciliation Officer: F. J. Ainsborough).

7. Quebec Paper Sales and Transportation Company Limited, Donnacona, Quebec, and Seafarers' International Union of Canada (Conciliation Officer: Rémi Duquette).

8. Guy Tombs Marine Service Limited and Davie Transportation Limited, Montreal, and Seafarers' International Union of Canada (Conciliation Officer: Rémi Duquette).

9. K.L.M. Royal Dutch Airlines, Montreal, and International Union, United Automobile, Aircraft and Agricultural Implement Workers of America (Conciliation Officer: Rémi Duquette).

10. Polymer Corporation Limited, Sarnia, Ont., and (1) Local 16-14 of the Oil, Chemical and Atomic Workers International Union and (2) Oil, Chemical and Atomic Workers International Union (Plant Unit) (Technicians) (Conciliation Officers: F. J. Ainsborough and T. B. McRae).

11. The Commercial Cable Company, and Seafarers' International Union of Canada (S.S. *Cable Guardian*) (unlicensed personnel) (Conciliation Officer: Rémi Duquette).

12. The Commercial Cable Company, and Seafarers' International Union of Canada (S.S. *Cable Guardian*) (licensed engineers) (Conciliation Officer: Rémi Duquette).

13. Canadian National Railways (Atlantic, St. Lawrence, Great Lakes, Mountain and Prairie Regions, including Newfoundland District) and Brotherhood of Locomotive Firemen and Enginemen (Conciliation Officer: Rémi Duquette).

14. Canadian Pacific Railway Company (Atlantic, Eastern, Prairie and Pacific Regions, including Quebec Central Railway Company and Dominion Atlantic Railway Company) and Brotherhood of Locomotive Firemen and Enginemen (Conciliation Officer: Rémi Duquette).

## Settlements Reported by Conciliation Officers

1. Boyles Bros. Drilling (Alberta) Ltd., Edmonton, Alta. (Yellowknife Branch) and Western District Diamond Drillers' Union, Local 1005 of the International Union of Mine, Mill and Smelter Workers (Conciliation Officer: D. S. Tysoe) (L.G., July, p. 674).

2. Seaway Forwarding Agencies Limited, Sarnia, Ont., and Local 1854 of the International Longshoremen's Association (Conciliation Officers: F. J. Ainsborough and T. B. McRae) (L.G., March, p. 257).

3. Saguenay Terminals Limited, Port Alfred, Quebec, and National Syndicate of Longshoremen of Ha! Ha! Bay (Conciliation Officer: R. Duquette) (L.G., March, p. 257).

4. Saguenay Terminals Limited, Port Alfred, Quebec, and National Syndicate of Salaried Employees of Saguenay Terminals Limited (Conciliation Officer: Rémi Duquette) (L.G., March p. 257).

5. Eldorado Mining and Refining Limited, Port Hope, Ont., and Local 13173, Region 77, District 50, United Mine Workers of America (Conciliation Officer: T. B. McRae) (see above).

## Conciliation Board Appointed

Canadian National Railways and Brotherhood of Railroad Trainmen (no Conciliation Officer appointed previously).

## Conciliation Boards Fully Constituted

1. The Board of Conciliation and Investigation established in May to deal with a dispute between Federal Commerce and Navigation Company Limited, Montreal, and Seafarers' International Union of North America, Canadian District (L.G., July, p. 675) was fully constituted in June with the appointment of His Honour Judge René Lippé, Montreal, as Chairman. Judge Lippé was appointed by the Minister in the absence of a joint recommendation from the other two members, A. Stuart Hyndman and Jean G. Larivière, both of Montreal, who were previously appointed on the nomination of the company and union, respectively.

2. The Board of Conciliation and Investigation established in May to deal with a dispute between Canadian National Railways (Atlantic, Central and Western Regions) and Brotherhood of Locomotive Engineers (L.G., July, p. 675) was fully constituted in June with the appointment of His Honour Judge J. C. Anderson, Belleville, Ont., as Chairman. Judge Anderson was appointed by the Minister in the absence of a joint recommendation from the other two members, T. R. Meighen,

Q.C. and Marc Lapointe, both of Montreal, who were previously appointed on the nomination of the company and union, respectively.

3. The Board of Conciliation and Investigation established in May to deal with a dispute between Canadian Pacific Railway Company (Atlantic, Eastern, Prairie and Pacific Regions and Quebec Central Railway Company) and Brotherhood of Locomotive Engineers (L.G., July, p. 675) was fully constituted in June with the appointment of His Honour Judge J. C. Anderson, Belleville, Ont., as Chairman. Judge Anderson was appointed by the Minister in the absence of a joint recommendation from the other two members, R. V. Hicks, Q.C., Toronto, and Marc Lapointe, Montreal, who were previously appointed on the nomination of the company and union, respectively.

#### Conciliation Board Reports Received

1. Shell Canadian Tankers, Limited (M.V. *Western Shell*), Vancouver, and Seafarers' International Union of North America, Canadian District (L.G., July, p. 675). The text of the report is reproduced below.

## Report of Board in Dispute between

Shell Canadian Tankers, Limited M.V. *Western Shell*, Vancouver, B.C., and  
Seafarers' International Union of North America, Canadian District

Dear Sir,

The Board of Conciliation and Investigation established by you to deal with matters in dispute between the above mentioned parties, begs to submit its report.

The Board was composed of Reginald James S. Moir, Barrister, as chairman, of Kenneth R. Martin, representing the employer and of Joseph Whiteford, representing the employees.

We held meeting with the representatives of the parties on the 1st and 2nd June, 1961, and the Board met alone on the 9th and 10th June, 1961.

During June, the Minister of Labour received the Report of the Board of Conciliation and Investigation established to deal with a dispute between Shell Canadian Tankers, Limited M.V. *Western Shell*, Vancouver, and Seafarers' International Union of North America, Canadian District.

The Board was under the chairmanship of Reginald J. S. Moir, Vancouver. He was appointed by the Minister on the joint recommendation of the other two members K. R. Martin and Joseph Whiteford, both of Vancouver, nominees of the company and union, respectively.

The Report is reproduced here.

2. Northland Navigation Company Limited, Vancouver, and Seafarers' International Union of North America, Canadian District (L.G., June, p. 569). The text of the report is reproduced below.

3. Hamilton Shipping Company Ltd., Yorkwood Shipping & Trading Co. Ltd. and the Hamilton operations of Eastern Canada Stevedoring Co. Ltd., Cullen Stevedoring Co. Ltd., Caledon Terminals Ltd., Pittston Stevedoring Corp. of Canada, and Local 1654, Hamilton, of the International Longshoremen's Association (L.G., May, p. 473). The text of the report is reproduced below.

4. Eastern Canada Stevedoring Co. Ltd., Cullen Stevedoring Co. Ltd., Caledon Terminals Ltd., Pittston Stevedoring Corp. of Canada, and Local 1869 and 1842, Toronto, of the International Longshoremen's Association (L.G., May, p. 473). The text of the report is reproduced below.

5. The Western Union Telegraph Company, Cable Division, and American Communications Association (L.G., April, p. 369). The text of the report is reproduced below.

Prior to the meetings of this Board the parties in the dispute had agreed on all matters in relation to a new collective agreement except the following:—

1. Vacation pay;
2. New clauses re duties of oilers;
3. Wages;
4. Overtime rates;
5. Duration of Agreement.

After careful consideration of the material placed before it by both parties, and after hearing the arguments advanced by the representatives of the parties, this Board unanimously reports and recommends as follows:—

1. In respect to the Union's requests for changes in the provisions regarding vacation pay, and overtime rates and in respect of the Union's request for new clauses re duties of Oilers the Board recommends that no changes be made.

2. In respect to the duration of the agreement the Board recommends that the agreement be for a period of two years, commencing the 1st January, 1961.

3. In respect to wages the Board recommends that the following wage rates be paid retroactive to the 1st January, 1961.

Able Seaman .....	\$325.00
Ordinary Seaman .....	\$287.00
Oiler .....	\$325.00
Cook .....	\$395.00
Messman .....	\$307.00

and that the following wage rates be paid effective the 1st January, 1962:—

Able Seaman .....	\$336.00
Ordinary Seaman .....	\$298.00

Oiler .....	\$336.00
Cook .....	\$406.00
Messman .....	\$318.00

The whole respectfully submitted,  
Vancouver, British Columbia, this 12th day of June, A.D. 1961.

(Sgd.) REGINALD J. S. MOIR,  
*Chairman.*

(Sgd.) K. R. MARTIN,  
*Member.*

(Sgd.) JOSEPH WHITEFORD,  
*Member.*

## Report of Board in Dispute between

Northland Navigation Company Limited, Vancouver, B.C.,  
and

Seafarers' International Union of North America, Canadian District

This was a Board of Conciliation and Investigation which was appointed under the provisions of the "Industrial Relations and Disputes Act" to endeavour to bring about agreement between the parties to the said dispute and to find terms for a Collective Agreement which the parties will accept, and to report to the Honourable the Minister of Labour, pursuant to the provisions of Section 17 of the "Industrial Relations and Disputes Investigation Act".

Messrs. Norman Cunningham, Captain H. J. C. Terry, appeared for the employer.

Mr. Rod Heinekey appeared for the bargaining agent.

The parties agreed that the Board had been properly constituted and had jurisdiction to make recommendations in relation to the matters in dispute.

The Board met with the parties on April 25th, May 1st, May 2nd, May 4th, May 15th, May 16th, May 19th, May 23rd, May 25th and June 2nd, 1961.

The parties agreed that they had reached an agreement in relation to the following section of the agreement:

### *Article 1—Section 4—Grievance procedure*

It is recommended that the following sections of the agreement be amended as follows and be incorporated into the Agreement:

### *Article 1—Section 8—Seniority and promotions*

It is agreed that there will be no transfers between Company ships unless by mutual consent of the Company and the Union. Crew of a ship laid up or withdrawn from service will not transfer to an operating ship. (It is also agreed that there will be no promotions aboard a vessel if the Union

has capable competent members available for work.) If the Union hasn't members available to fill vacancies, the management will select employees on the basis of skill and efficiency, these being equal, preference shall be given to employees with greatest seniority of service with the company. It is also agreed that such promotions are not made in a manner discriminating against other unlicensed personnel or the Union.

### *Article 1—Section 12—Sailing board time*

The present clause shall be clause "A". Add the following clauses:

B. The sailing time shall be posted at the gangway on arrival when the vessel's stay in port is twelve (12) hours or less. When the vessel's stay exceeds twelve (12) hours, the sailing time shall be posted eight (8) hours prior to scheduled sailing, if before midnight. If scheduled sailing is between midnight and eight a.m. sailing time shall be posted not later than five (5) p.m.

During June, the Minister of Labour received the Report of the Board of Conciliation and Investigation established to deal with a dispute between Northland Navigation Company Limited, Vancouver, and Seafarers' International Union of North America, Canadian District.

The Board was under the chairmanship of W. E. Philpott, LL.B. of Vancouver. He was appointed by the Minister in the absence of a joint recommendation from the other two members E. B. Clark and S. B. White-lock, both of Vancouver, nominee of the company and union, respectively.

The Majority Report, which under the provisions of the Industrial Relations and Disputes Investigation Act, constitutes the Report of the Board, was submitted by Mr. Clark.

The Majority and Minority Reports are reproduced here.



C. If the vessel's departure is delayed, the new time of departure shall immediately be posted on the Board.

#### *Section 18—Crew equipment*

Amend Clause (a) to read:

"Sufficient suitable face and laundry soap or soap powder."

#### *Article 1—Section 30*

Delete present clause and substitute therefor:

"There shall be no change in the Manning Scale of unlicensed crew members attached, as Schedule "A", during the life of this agreement, save and except the S.B. "Canadian Prince" when during the winter months, October 31st up and until May 1st, following, the Steward's Department shall be reduced by seven (7). All other vessels operated by the Company to retain crews as at the present time."

#### *Article 2—Section 1—Annual vacation*

No change in this section recommended at this time.

#### *Article 2—Section 2—Statutory holidays*

Add the following two statutory holidays to make a total of Nine (9):

Remembrance Day

Boxing Day.

#### *Article 2—Section 6—Coffee time*

No change in this section recommended at this time.

#### *Article 2—Section 10—New clause (e)*

(e) Overtime shall commence at the time any employee shall be called to report for work outside of his regular duties, provided such member reports for duty within fifteen (15) minutes. Otherwise overtime shall commence at the actual time such employee reports for duty, and such overtime shall continue until the employee is relieved.

Present clauses (e) and (f) to become (f) and (g) respectively.

#### *Article 2, Section 11—New clause—C.*

It is also agreed that after employees have accumulated seven (7) days' leave they may request to take this time off. This request may be granted provided the Union has competent and capable replacements available. The Company will make every effort possible to arrange a satisfactory leave system.

#### *Article 2—Section 11—Weekly leave*

Present clause (c) to become Clause (e).  
*New clause (f)*

One half day's pay shall be paid to any employee paid off his ship prior and up

to 12:00 noon; the employee relieving such man prior to 12:00 noon shall receive one day's pay. One day's pay shall be paid any employee paid off his ship after 12:00 noon. The employee relieving such man will be paid one-half day's pay.

#### *New clause (G)*

It is agreed that clause (f) above will only apply to vessels arriving in Port in the morning and leaving Port the same evening. On all other vessels a man joining a vessel will receive a full day's pay.

#### *Article 2—Section 12—Working cargo*

Delete present clause and substitute therefor Clause "A".

"When employees covered by this agreement are required to work cargo while on watch, they shall receive, in addition to their regular wages, compensation for such work at the rate of one dollar (\$1.00) per hour with a minimum of one (1) hour. Thereafter cargo time shall be paid in one-half ( $\frac{1}{2}$ ) hour periods, save and except in the case where work is continuous. In this event actual cargo time worked and actual overtime worked shall be paid at the respective rates for cargo time and overtime."

(b) When crew are required to do work regularly done by longshoremen in the Port of Vancouver, they shall receive longshore rates of pay with a minimum of one (1) hour and thereafter time to be computed in half ( $\frac{1}{2}$ ) hour periods.

(c) When cargo is being worked long hours on a continuous basis, and for the sake of safety, a member of the unlicensed personnel may request the officer in charge to be knocked off and if this does not interfere with the discharge or loading of cargo, this request shall be granted.

(d) The Company recognizes that cargo work outside the Port of Vancouver is seamen's work and they shall receive first call for all cargo work to be done. The present company practice in coastal ports shall remain in effect.

#### *Article 3—Section 1—Wages*

An increase of wages across the board as follows:

Effective September 1st, 1960, \$5.00 per month; Effective June 15th, 1961, \$8.00 per month; Effective January 1st, 1962, \$10.50 per month; Effective September 1st, 1962, Increase welfare fund contribution to .30c per payroll day.

#### *Article 6—Section 1—Clause (d) New clause*

During the life of this agreement the parties herein shall endeavour to formulate a practical and satisfactory work schedule

for members of the Steward's Department employed on passenger ships.

#### *Termination clause*

This agreement is effective September 1, 1960 and shall remain in effect until February 26th, 1963 and thereafter from year to year subject to sixty (60) days' notice in writing of its desire to revise, amend, or terminate same. Such notice may be given any time after January 1st, 1963.

Dated at Vancouver, B.C. this 7th day of June A.D. 1961.

Respectfully submitted

(Sgd.) W. E. PHILPOTT,  
*Chairman.*

(Sgd.) S. B. WHITELOCK,  
*Member.*

### MINORITY REPORT

This was a Board of Conciliation and Investigation which was appointed under the Provisions of the Industrial Relations and Disputes Act, to endeavour to bring about agreement between the parties to the said dispute and to find terms for a collective agreement which the parties will accept, and to report to the Honourable Minister of Labour, pursuant to the provisions of Section 17 of the Industrial Relations and Disputes Act.

Messrs. Norman Cunningham and Captain H. J. C. Terry appeared for the employer. Mr. Rod Heinekey appeared for the bargaining agent.

The parties agreed that the Board had been properly constituted and had jurisdiction to make recommendations in relation to the matter in dispute.

The Board met with the parties on the following dates: April 25th, May 1st, May 2nd, May 4th, May 15th, May 16th, May 19th, May 23rd, May 26th, May 29th, and June 2nd, 1961.

The following points in dispute were agreed to by the parties tentatively, it being made clear by the employer's representative that in the absence of an agreement covering *all matters* in dispute, that the concessions tentatively agreed to by the employer were withdrawn.

Grievance Procedure—Article 1—Section 4.

Seniority & Promotion—Article 1—Section 8.

Sailing Board Time—Article 1—Section 12.

Crew Equipment—Section 18.

Manning Scale—Canadian Prince Winter Months.

Annual Vacation—Article 2—Section 1.

Statutory Holidays—Article 2—Section 2.

Coffee Time—Article 2—Section 6.

Overtime—Article 2—Section 10.

Article 2—Section 11.

Weekly Leave—Article 2—Section 11.

Working Cargo—Article 2—Section 12.

The principal matters in dispute, namely wage increases and working schedule for stewards on passenger ships were *not agreed upon*, consequently the efforts of the Conciliation Board appear to have failed, with less prospect of a settlement now than at the start of these proceedings.

All this could have been avoided had the Union been willing to negotiate in *good faith*, which they failed to do. As proof of this statement I wish to point out that a settlement was so close that *the one* remaining matter in dispute was left to the Board to decide, the Union and the Employer each agreeing to accept our decision. To the surprise and disgust of Chairman Philpott and the writer, and I believe Mr. Whitelock also, we were informed by the Union's nominee, Mr. Whitelock, that the Union's representative, Mr. Rod Heinekey had instructed him, before the parties left the room, *not to agree* with the *other members of the Board* if their decision meant less for the Union than he had just demanded.

While the Board would have gladly recommended that the difference be split 50-50, which had been proposed and which would have brought an end to the dispute, their hands were tied by the actions of the Union in repudiating its promise and thereby preventing their nominee from performing his duties as an unfettered member of the Board—This is just one example of many where the Union's nominee was prevented from using his own judgment unhampered.

#### *Briefs*

The Brief submitted to the Board by the employer gave detailed information as to the individual earnings, as well as the average earnings of the employee members of the Union. This with employment conditions gave sufficient information to enable the Board to appreciate the employer's unwillingness to grant wage increases to unlicensed personnel who were now being paid more than some of the ship's officers.

The statement covering earnings submitted by the employer, and which was acknowledged by the Union as correct, contained the following information:

### Monthly Earnings

Average monthly earnings for 8 hours per day (straight time) five day week .....	\$ 342.00
Average monthly overtime earnings during entire year 1960 ....	148.00

Average monthly cash earnings during 1960 .....	\$ 490.00
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In addition the Employer furnished board, linen and other essentials (free of charge) but at a cost to the Employer per month of .....	86.00
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Making the average cost to the Company per month of .....	\$ 576.00
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### Average Yearly Earnings

Average yearly earnings, wages (8 hr. day, 5 day week) .....	4,104.00
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Average yearly overtime (1960) .....	1,776.00
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Average cash earnings for 1960 for unlicensed personnel .....	\$5,880.00
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Plus cost of Board, linen, etc. supplied by the Company without cost to employees .....	1,041.00
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Total remuneration per man for 12 months 1960 .....	\$6,921.00
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These figures covering earnings of the Union Members (unlicensed personnel) were not disputed by the Union but admitted they were correct, at the same time their brief was complaining that wages were so depressed that their present earnings were equivalent to subsidizing the Employer's operations.

### Genesis of Dispute

The employer's troubles began with the compulsory signing of the 1958 agreement which expired some nine months ago. The methods employed by the Union in conjunction with a competitor, The Union Steamships Ltd., who was depending upon federal government subsidies to cover its losses, left this employer no option but to accept, or lose his business. When the expected subsidies failed to materialize the losses incurred through the agreement they had signed with this same bargaining agent less than a year before, forced them into liquidation, leaving all of its employees upon the labor market.

This 1958 agreement gave the unlicensed personnel the equivalent of nearly 40 percent in their basic wage, also gave them a penalty of \$1.00 per hour during their

watch while performing the principal task they were engaged for. It made the handling of cargo either a penalty or overtime work and gave them a monopoly of both on every point of call except Prince Rupert.

It made compulsory the carrying of an unreasonable number of stewards during the fall and winter months when passenger traffic is reduced by as much as fifty percent. Although this contract expired last Sept., two months before the slack passenger traffic begins the Union continuously refused to allow any change in the manning scale all winter, when a saving in operating cost of at least \$20,000 could have been effected with no extra duties imposed or loss of earnings to those retained during this period.

And now in the face of all this indifference and absence of co-operation on their part, they seek to add additional expense to the Company through a so-called "Work Schedule" for the stewards. This innocent looking demand on a run like the B.C. Coast where calls are numerous, is the key to the overtime paradise which the Union wishes to achieve for the stewards as it has for the AB, quartermaster, winchmen and is but another example of the impossibility of obtaining anything approaching a reasonable workable agreement.

### The Board Report

This report signed by Chairman Philpott, and member Whitelock, does not represent the opinion of either of them as to the equity of the parties in dispute. The Chairman stated time after time that the Union was not entitled to any increase whatever, that their earnings exceeded any similar class either ashore or afloat, and that the Company should never have offered them the same percentage of increase they gave to the licensed personnel, such as Captains, Mates and Engineers. Member Whitelock agreed that the Company's offer was very generous, *but?*

The Report was prepared by the Chairman without my knowledge or consultation, although I had been waiting ten days for the promised meeting to help prepare it, as nothing definite had been decided upon during previous discussions. When receiving a copy of the report on the 14th the Chairman advised that he had prepared two or more reports as the first ones could not be approved by Member Whitelock, so it would appear that this Report of the Board is nothing more than a report of the Union nominee with the reluctant signature of the Chairman attached for appearances only. If this is a fair example of the accomplishments of a Conciliation Board,



it is the writer's opinion, and not his alone, that this farce should be discontinued and the cost of such put to better use, which would not be hard to do.

#### *Minority Recommendation*

I agree with Chairman Philpott that no increase should have been offered the Union at this time. The increase of slightly less than 7 per cent granted the licensed personnel over a two year period was by way of an adjustment covering their agreement of 1958 which provided much less than the increases gained by the unlicensed personnel (the S.I.U.) covering the same period. Further it was the original request of the employer that the 1958 agreement be continued until Sept. 1st of the present year without change, but instead of accepting it the Union demanded a 10 per cent increase in wages and overtime for a one year period which would be equivalent to about 14 per cent in wages only against less than 7 per cent granted the Licensed personnel over a two year period.

It is of urgent concern to the employer that the ill feeling which had been building up between the licensed and unlicensed personnel, generated by the abnormal increases gained by the latter, be brought to a halt. Nothing like this occurred until this irresponsible Union strong armed itself into the employer's organization. The present situation calls for prompt and definite action from those who have the authority to act. Too much time and money has been wasted already.

So I recommend a continuation of the present agreement without change until Sept. 1, 1961, when a new agreement should be negotiated, one which properly recognized all classifications and conditions. Such an agreement would produce co-operation and harmony which after all is the best and shortest road to prosperity.

Dated at Vancouver, B.C. this 13th day of June A.D. 1961.

Respectfully submitted

(Sgd.) E. B. CLARK,  
Member.

## Report of Board in Dispute between

Hamilton Shipping Company Limited, Yorkwood Shipping & Trading Company Limited, and the Hamilton operations of Eastern Canada Stevedoring Company Limited, Cullen Stevedoring Company Limited, Caledon Terminals Limited and Pittston Stevedoring Corporation of Canada

and

International Longshoremen's Association

The Conciliation Board, Mr. W. J. Whittaker, company nominee, Mr. Drummond Wren, union nominee and Mr. R. G. Geddes, chairman, met with the representatives of the parties.

After several meetings with various combinations of the aforementioned representatives concerning the Hamilton dispute and after a number of executive meetings and after meeting frequently with the Hamilton

#### *Present for the companies were:*

Mr. A. J. Clarke	Counsel
Mr. W. Cochrane	Committee
Mr. H. Cullen	Committee
Mr. G. J. Harfoot	Committee
Mr. B. J. B. Tice	Committee
Mr. R. Wright	Committee
Mr. J. Lees	Committee
Mr. D. H. Brown	Observer

#### *Present for the union were:*

Mr. B. J. Doherty	International Rep.
Mr. P. J. Campbell	Committee
Mr. A. Ridout	Committee
Mr. G. Fortman	Committee
Mr. T. Richard	Observer
Mr. H. Saunders	Observer

During June, the Minister of Labour received the Report of the Board of Conciliation and Investigation established to deal with a dispute between Hamilton Shipping Company Ltd., Yorkwood Shipping & Trading Co. Ltd. and the Hamilton operations of Eastern Canada Stevedoring Co. Ltd., Cullen Stevedoring Co. Ltd., Caledon Terminals Ltd. and Pittston Stevedoring Corp. of Canada and Local 1654 of the International Longshoremen's Association.

The Board was under the chairmanship of R. G. Geddes, Toronto, Ont. He was appointed by the Minister on the joint recommendation of the other two members W. J. Whittaker, Toronto, and Drummond Wren, Agincourt, nominees of the companies and union, respectively.

The Report is reproduced here.

representatives together with the representatives of the Toronto stevedoring companies and unions a Memorandum of Terms of Settlement was signed setting out the terms upon which collective agreements were to be signed.

Representatives of the companies and the unions then met together and agreed upon the language and details of the Hamilton agreement.

A draft collective agreement incorporating all terms agreed upon is attached to this report. The conciliation board recommends that the parties sign an agreement incorporating these terms.

## Memorandum of Agreement

### *Article I—Purpose*

1.01 The general purpose of this agreement is to establish mutually satisfactory relations between the Companies and their employees and to provide machinery for the prompt disposition of grievances and to establish satisfactory working conditions, hours of work and wages for all employees who are subject to the provisions of this agreement.

### *Article II—Recognition*

2.01 The Companies recognize the Union as the exclusive bargaining agent of all their employees employed at the Port of Hamilton classified as gang foremen, sub foremen, shed foremen, hatchmen, winchmen, cooper, stevedore, towmotor operator, crane operator, stevedores handling freight in sheds, checkers and gearmen, excluding superintendents, walking bosses, head checker, manifest clerks, guards and watchmen acting as guards.

2.02 It is agreed that for all work that the Companies are instructed to perform including the sweeping of holds, cleaning of ballast tanks, lining of ships, opening and closing of hatches, shall be done by members of the Union except only in the case of hatch covers of a special type.

2.03 The Companies agree that they will not discriminate against any employee by reason of his Union activities, however, it is understood and agreed that foremen will not be appointed or selected to act as members of the grievance committee and if they are, then the Company employing such foremen shall have the right to displace them as foremen.

### *Article III—Relationship*

3.01 At the opening of each operating season, or at any other time should it become necessary, the Companies as a group, shall discuss with the Union the number of gangs (herein referred to as

Regular Gangs) and at that time shall name a person, from among the Union membership, who shall be the foreman of each gang.

3.02 The Companies agree that every foreman named by them shall be a member of the Union.

3.03 Foremen shall be paid twenty cents per hour in excess of the established wage scale rates for longshoremen.

3.04 Each foreman of a Regular Gang shall select the normal complement of his gang, from among the Union membership, and at all times will be responsible for his gang and have the men available for work when called.

3.05 Each Company shall inform the Union according to the provisions of this agreement as to the number of gangs required by it from time to time. So that Union members will get preference, the Union shall despatch the regular gangs according to requirements of the Companies, and such gangs shall be rotated in accordance with their total weekly earnings.

3.06 If all available regular gangs are working then the Union may despatch another gang or gangs (herein called Irregular Gangs) but the Company affected shall have the right to name the foreman of such gangs.

3.07 If the Union fails to provide the number of gangs ordered for work then the Companies shall have the right to hire such gangs directly (herein called Non-Union Gangs). However, there shall be no abuse of this provision by either party and where either party claims there is an abuse, a meeting shall be held immediately to correct any abuse that may exist.

3.08 When at any time gangs are short of the number of men required, the Company affected shall select additional men from among Union members not working. If no Union members are available then the gang will be brought to full strength with Non-Union men.

3.09 In the event that a foreman is discharged, or quits, or is not available for work, then the Company shall name a new foreman in his place who on becoming a foreman of a regular gang shall have the right of selection set forth in paragraph 3.04 and subject to the provision of paragraph 3.10.

3.10 Once a man has been assigned to a gang, he will not transfer to any other gang, except as may be required for the purpose of forming additional gangs as under paragraphs 3.06 and 3.07, without the consent of his foreman and will not be removed from the gang without just cause.

3.11 When ordering gangs the Companies shall have the right to name the gangs desired where the type of operation requires special experience and the gangs so named shall be supplied if they are available and willing to work.

3.12 It is understood and agreed that where non-union employees are engaged by any Company, such non-union employees, will be put to work on those operations where it is expected the least number of man hours of work are involved. Regular gangs shall not be laid off by a Company so long as that Company is employing either irregular or non-union gangs and union men employed on irregular or non-union gangs shall, if laid off, revert to their regular gangs (if working) after their regular gang has completed two hours work.

#### *Article IV—Gang sizes*

4.01 Each Company shall have the sole right to decide how the men in the gang are to be distributed and shall also have the sole right to work with falls together or with any other practical and safe method of loading or unloading ships.

4.02 A minimum longshore gang employed on general merchandise cargo shall consist of fourteen men including the foreman with not less than eight men in the hold, provided that when cargo is sorted or piled in the shed or on an open dock, then men from the hold which is being discharged may be used in the shed or upon the dock to sort or pile the cargo being unloaded by their own gang when such sorting or piling on the dock or in the shed is performed as provided for above, it is understood no greater work load or burden shall be placed on those of the gang remaining in the hold.

4.03 When general merchandise cargo is not involved or when loading or unloading lake or coasting vessels, the number of men that shall constitute a gang shall be determined by the Companies but in each case shall not be less than eight.

#### *Article V—Hours of service and wage rates*

5.01 For the purpose of this agreement, the work periods shall be as follows:

- From 8.00 a.m. to 12.00 noon
- From 1.00 p.m. to 5.00 p.m.
- From 6.00 p.m. to 11.00 p.m.
- From 12.00 midnight to 5.00 a.m.

5.02 It is agreed that work will normally terminate at 10.00 p.m. but that at the Companies' request, work shall continue to as late as 12.00 midnight when the Companies consider it to be necessary in order to complete the loading or unloading of a vessel.

5.03 Except for work on bulk or homogeneous cargos where, by the terms of the charter party it is necessary for a vessel to be worked continuously to a finish, all work is to cease at midnight except during the last two weeks of the navigation season when, because of weather conditions, it may be necessary to work vessels day and night to clear them from the lakes.

5.04 During the term of this agreement, the Companies and the Union agree that all payments of wages will be made in accordance with the wage rates set forth in Schedule A hereto which is hereby made a part of this agreement.

#### 5.05 Meal hours:

Meal hours shall be as follows:

From 5.00 a.m. to 8.00 a.m.

From 12.00 p.m. to 1.00 p.m.

From 5.00 p.m. to 6.00 p.m.

From 11.00 p.m. to 12.00 midnight

Employees required to work through any meal hour shall be paid at double the basic rate and thereafter for all time so worked until relieved for meals. Employees must work through the meal hour when and as ordered by the Companies.

5.06 The rate of pay for handling nitrate, bulk sulphur, bulk-ore, potash, lamp-black or carbon-black, cement in bags, wet or dry hides, lime in bags or on the cleaning of holds in which the above commodities were stored or on the cleaning of oil tanks shall be increased by fifteen cents per hour or part thereof worked. This premium shall not be pyramided in overtime rates but is a flat fifteen cents for each hour or part thereof worked. It is understood that the foregoing shall only apply when the volume of any one commodity above listed exceeds twenty-five long tons in any one hold or hatch.

5.07 Double the basic rate to be paid for work on ships in port with cargos on fire. This only applies to hatches affected by fire, smoke, steam or gas. If any cargo in any hatch is submerged in water, double time will also be paid for handling such cargo.

5.08 The rate of pay for all hours worked on New Year's Day, Good Friday, Victoria Day, Dominion Day, Civic Holiday, Labour Day, Thanksgiving Day and Christmas Day or where any of the above named days falls on a Sunday then on the day proclaimed by the Dominion Government for the celebration of such holiday shall be double the basic rate, provided that no work shall be performed on Labour Day except for passenger's baggage and mail.



5.09 Four percent of total earnings shall be paid to employees as vacation pay, such payment to be made at the close of the navigating season but not later than December 20th in any year. No employee shall take his vacation during the navigating season. Earnings for the purpose of this clause shall not include pension and welfare payments.

5.10 When men or gangs have worked past the hour they shall be paid for the quarter hour, and if past the quarter hour they shall be paid for the half hour, and if past the half hour they shall be paid for the three quarter hour, and if past the three quarter hour they shall be paid for the full hour.

Effective April 1st, 1962, the Companies agree to pay the sum of eleven cents per man hour worked to a fund to be established for the purpose of providing welfare and/or pension benefits.

#### *Article VI—Call hours*

6.01 Call hours shall be 8.00 a.m., 1.00 p.m., 6.00 p.m. and 12.00 midnight. Orders for the above call hours shall be placed not later than 4.00 p.m. the day before for the 8.00 a.m. call; 11.00 a.m. for the 1.00 p.m. call and 4.00 p.m. for the 6.00 p.m. call. All orders when placed shall not be subject to cancellation.

6.02 All orders for Sunday work, day or overtime must be placed with the Union office not later than 4.00 p.m. the day before (i.e. Saturday). If Monday is a holiday, then all orders for day or overtime work for such day must be placed with the Union office not later than 4.00 p.m. the day before (i.e. Sunday). On any holiday, all orders for day or overtime work must be placed with the Union office not later than 4.00 p.m. the day before.

6.03 The Union office will be opened for one hour from 3.00 p.m. to 4.00 p.m. on Sundays and holidays for the purpose of receiving orders.

6.04 A minimum of two hours at the prevailing rate shall be paid to any employee started to work provided that if work is stopped during such two hour period due to weather conditions, then the Company may require the employee to stand by for the remainder of the two hour period.

6.05 If an employee reports for work pursuant to a call or an order back to work but the Company does not start him to work due to weather conditions, then he shall be paid for two hours at the prevailing rate and at the Company's request, shall stand by for the said two hours.

6.06 If an employee reports for work pursuant to a call or an order back to work and the Company fails to supply him with work, he shall be paid a minimum of two hours at the prevailing rate and at the Company's request shall stand by for the said two hours.

6.07 Any employee who refuses to stand by or who refuses to start to work while standing by shall not be paid the standby pay provided for in clauses 6.04, 6.05 and 6.06.

6.08 The Companies shall be the sole judge of weather conditions and in each case shall determine whether work shall commence, shall continue or shall be halted. The Companies shall not unreasonably require work to be done in inclement weather.

6.09 If a gang despatched by the Union is not complete when reporting for work, then the Company need not start them to work and pay shall start only when such gang has been brought to full complement or when the gang proceeds to work, whichever first occurs. However, union men forming part of non-union gangs shall be paid if they report for work pursuant to a call.

#### *Article VII—General*

7.01 The Companies agree that any new stevedoring operation undertaken by them or any subsidiary of them in the Port of Hamilton, involving the handling of cargo or freight shall be governed by the provisions of this agreement, however the special rates to be paid for off season operations shall be negotiated with the Union.

7.02 Hatch beams must be taken off or bolted or properly secured when men are working in the hold.

7.03 When a hatch tender cannot be seen, an extra man shall be employed at the discretion of the Company to give signals.

7.04 All orders to the men must be issued through their foreman, who in turn shall be subject to orders from the Company's superintendent or his representative.

7.05 When working in deep tanks an additional man may be employed to give signals in order to steady the sling load if deemed necessary by the Company.

7.06 Where it appears necessary to the Company, two men shall assist crane operators in the handling of cargo.

7.07 Pay day shall be as follows: between 11.30 a.m. and 1.00 p.m. each Friday, if a holiday falls on a Friday, pay day shall be the preceding day at the above stated times. The parties agree to discuss a satisfactory method of distributing pay.

7.08 It is recognized that the work of opening and closing hatches is to be performed by employees under the provisions of this agreement. In the event that hatches other than mechanical type hatches are opened by persons other than employees covered by this agreement, then the gang effected shall commence work and shall be paid a sum equivalent to fifteen minutes at the prevailing rate.

7.09 It is agreed that the men shall have one night free each month to attend their regular monthly union meeting. At least three days advance notice in writing must be given by the union to the Companies of the date of such meeting. Arrangements for special meetings to be agreed upon between the parties.

#### *Article VIII—Grievances*

8.01 The Companies acknowledge the right of the Union to appoint or otherwise select a business agent and the Companies agree to recognize him for the following purposes only:

- (a) In the despatching of employees pursuant to calls made by the Companies.
- (b) For the processing of grievances which have reached Stage No. 3 of the grievance procedure.

8.02 It is understood that the business agent may be involved in the general administration of the agreement insofar as the Union is concerned but the Companies are under no obligation to recognize him or deal with him save as aforesaid. Nothing herein shall give the business agent the right to enter the property of the Companies, to be on board vessels or to interview employees during working hours to discuss grievances or working methods.

8.03 The Companies acknowledge the right of the Union to appoint or otherwise select from among the members of the bargaining unit other than foremen, a Grievance Committee to consist of not more than seven persons. Upon being advised in writing of the names of members of the Grievance Committee and the Chairman thereof, the Companies agree to recognize and deal with the Committee on all grievances properly arising out of this agreement.

8.04 No grievance shall be considered where the circumstances giving rise to it occurred or originated more than three full working days before the filing of the grievance.

8.05 Grievances properly arising under this agreement shall be adjusted and settled as follows:

*Stage No. 1*—The aggrieved employee, accompanied by his Grievance Committee

member shall present the grievance orally to the foreman concerned in the presence of the walking boss. The Company may continue the practice or working method giving rise to the grievance while the grievance is being processed. The grievor and his committeeman may leave their work to process a grievance provided they first obtain the permission of their foreman, and permission may be withheld until other arrangements have been made if their absence would seriously hamper operations of a gang. If a satisfactory settlement is not reached then within three working days, the grievance may be presented as follows.

*Stage No. 2*—The aggrieved employee, accompanied by the Chairman of the Grievance Committee and by not more than one member thereof may present his grievance which shall be in writing on the prescribed form and signed by the aggrieved employee, to the manager of operations of the Company involved who shall consider same and render a decision in writing on or attached to the form. Should no settlement satisfactory to the employee be reached within two working days, the next stage may be taken at any time within two working days hereafter.

*Stage No. 3*—The aggrieved employee accompanied by the Chairman of the Grievance Committee and not more than one member thereof together with the Union business agent, if his presence is requested by either of the parties, shall meet with representatives of the Company involved (representatives of other Companies may be present at this stage) in an endeavour to settle the grievance. The Companies reply at this stage shall be in writing.

*Stage No. 4*—If a satisfactory settlement is not reached within three working days then at any time within ten days of the meeting at Stage 3 and if the grievance concerns the interpretation, administration, application or alleged violation of the agreement, the grievance may, at the request of either of the parties be referred to a Board of Arbitration composed of one person appointed by the Company, one person appointed by the Union and a third person to act as Chairman chosen by the other two members of the Board. If the two appointees are unable to agree on a Chairman, the Minister of Labour of the Dominion of Canada will be requested to appoint a person to act as Chairman.

8.06 The majority decision of a Board of Arbitration chosen or appointed in the above manner or failing a majority decision then the decision of the Chairman shall be binding on both parties.

8.07 The Board of Arbitration shall not have any power to alter or change any of the provisions of this agreement or to substitute any new provisions for any existing provisions nor to give any decision inconsistent with the terms and provisions of this agreement.

8.08 Each of the parties will bear the expenses of the arbitrator appointed by it, and the parties will jointly bear the expenses of the Chairman.

8.09 Nothing in this agreement shall be interpreted as allowing any member of the Grievance Committee or any Union official to give orders to the men in connection with their work and no rules, regulations or resolutions shall be passed by either the Companies or the Union which are inconsistent with the provisions of this agreement.

8.10 Charges against an employee resulting in dismissal may be settled by confirming the Company's action, or by restoring the employee to his former position with full compensation for all time lost or by any other arrangement which is just and equitable.

8.11 The Union agrees that it will not uphold incompetence, shirking of work, pilfering or broaching of cargo, drinking of alcoholic beverages on the job or reporting for work under the influence of alcohol. An employee may be discharged or otherwise dealt with as the Companies see fit for committing any of the above offences or for any other just cause but a claim by an employee that he has been discharged or disciplined without reasonable cause may be the subject of a grievance.

8.12 The Companies' rules with regard to smoking on ships or in sheds shall be observed at all times.

8.13 In view of the orderly arrangements provided by this agreement for the settling of disputes, the Union agrees that during the lifetime of this agreement there shall be no strikes, slowdown or stoppage of work either complete or partial, and the Companies agree that there will be no lockout.

#### *Article IX—Termination*

9.01 This agreement shall come into force as of the date hereof and shall remain in force to and including the 31st day of March, 1963 and shall continue in force from year to year thereafter, unless within the period of sixty days prior to December 1st, 1962 or prior to December 1st in any year thereafter, either party shall furnish the other with notice of termination or proposed revision of this agreement. In the event such notice is given, this agreement

shall continue in full force and effect during the period in which negotiations are in progress.

In Witness Whereof each of the parties hereto has caused this agreement to be signed by its duly authorized representatives as of the date and year first above written.

#### **SCHEDULE "A"**

##### *Wage Scale Effective on signing of agreement*

1. The basic hourly rate of \$2.10 shall be paid for all hours worked during the following times

- (a) Monday to Friday inclusive 8.00 a.m. to 12.00 noon and 1.00 p.m. to 5 p.m.
- (b) Saturday 8.00 a.m. to 12.00 noon.

2. Time and one-half the basic hourly rate (i.e. \$3.15) shall be paid for all hours worked during the following times

- (a) Saturday 1.00 p.m. to 5.00 p.m.
- (b) Monday to Saturday inclusive 6.00 p.m. to 11.00 p.m.
- (c) Monday to Saturday inclusive 12.00 midnight to 5.00 a.m.

3. Double the basic hourly rate (i.e. \$4.20) shall be paid for all hours worked on Sunday (i.e. 12.01 a.m. Sunday to 12.01 a.m. Monday).

##### *Wage Scale Effective April 1st, 1962*

1. The basic hourly rate of \$2.16 shall be paid for all hours worked during the following times

- (a) Monday to Friday inclusive 8.00 a.m. to 12.00 noon and 1.00 p.m. to 5.00 p.m.
- (b) Saturday 8.00 a.m. to 12.00 noon.

2. Time and one-half the basic hourly rate (i.e. \$3.24) shall be paid for all hours worked during the following times

- (a) Saturday 1.00 p.m. to 5.00 p.m.
- (b) Monday to Saturday inclusive 6.00 p.m. to 11.00 p.m.
- (c) Monday to Saturday inclusive 12.00 midnight to 5.00 a.m.

3. Double the basic hourly rate (i.e. \$4.32) shall be paid for all hours worked on Sunday (i.e. 12.01 a.m. Sunday to 12.01 a.m. Monday).

All of which is respectfully submitted.

(Sgd.) R. G. GEDDES,  
Chairman.

(Sgd.) W. J. WHITTAKER,  
Member.

(Sgd.) DRUMMOND WREN,  
Member.

Toronto, Ontario, June 6, 1961.



# Report of Board in Dispute between

Eastern Canada Stevedoring Company Limited, Cullen Stevedoring Company Limited, Caledon Terminals Limited, and Pittston Stevedoring Corporation of Canada and

International Longshoremen's Association

Following the return of the conciliation board's report to the Chairman from the Department of Labour, the board met frequently with Representatives of all of the companies, representatives of the local unions, officers of the International Union, officials of the Shipping Federation, and various observers.

Negotiations were conducted concerning the Toronto disputes and the Hamilton dispute and the conciliation board met in executive session several times about all three disputes.

On May 3, 1961 a Memorandum of Terms of Settlement was signed establishing the terms upon which collective agreements were to be signed.

Representatives of the companies and Local 1869 then met together and agreed upon the language and terms of the checkers agreement.

Draft collective agreements covering the members of both Local 1842 and 1869 and incorporating all terms agreed upon are attached to this Report. The conciliation board recommends that the parties sign agreements incorporating these terms.

## MEMORANDUM OF AGREEMENT

### *Article I—Purpose*

1.01 The general purpose of this agreement is to establish mutually satisfactory relations between the Companies and their employees and to provide machinery for the prompt disposition of grievances and to establish satisfactory working conditions, hours of work and wages for all employees who are subject to the provisions of this agreement.

1.02 This agreement shall apply only to employees while engaged in the handling of cargo discharged from or loaded on vessels at the Port of Toronto during the navigation season.

### *Article II—Recognition*

2.01 The Companies recognize the Union as the exclusive bargaining agent of all their employees employed at the Port of Toronto, Ontario, classified as gang foremen, sub foremen, hatchmen, winchmen,

cooper, stevedore, towmotor operator, crane operator, stevedores handling freight in sheds and gearmen excluding superintendents, walking bosses, manifest clerks, guards and watchmen acting as guards.

2.02 It is agreed that for all work that the Companies are instructed to perform including the sweeping of holds, cleaning of ballast tanks, lining of ships, opening and closing of hatches shall be done by members of the Union, except only in the case of hatch covers of a special type.

2.03 The Companies agree that they will not discriminate against any employee by reason of his Union activities.

### *Article III—Relationship*

3.01 At the opening of each operating season, or at any other time should it become necessary, the Companies as a group, shall discuss with the Union the number of gangs (herein referred to as Regular Gangs) expected to be necessary to handle the normal operations during the season, and at that time shall name a person, from among the Union membership, who shall be the foreman of each gang.

3.02 The Companies agree that every foreman named by them shall be a member of the Union.

3.03 Foremen shall be paid twenty cents per hour in excess of the established wage scale rates for longshoremen.

3.04 Each foreman of a Regular Gang shall select the normal complement of his gang, from among the Union membership,

During June, the Minister of Labour received the Report of the Board of Conciliation and Investigation established to deal with a dispute between Eastern Canada Stevedoring Co. Ltd., Cullen Stevedoring Co. Ltd., Caledon Terminals Ltd., and Pittston Stevedoring Corp. of Canada and Locals 1869 and 1842 of the International Longshoremen's Association.

The Board was under the chairmanship of R. G. Geddes, Toronto, Ont. He was appointed by the Minister on the joint recommendation of the other two members W. J. Whittaker, Toronto, and Drummond Wren, Agincourt, nominees of the companies and union, respectively.

The Report is reproduced here.

and at all times will be responsible for his gang and have the men available for work when called.

3.05 Each Company shall inform the Union according to the provisions of this agreement as to the number of gangs required at any call period by it from time to time. So that Union members will get preference, the Union shall despatch the regular gangs according to the requirements of the Companies, and such gangs shall be rotated by the Companies in accordance with their total weekly earnings.

3.06 If all available regular gangs are working then the Union may despatch another gang or gangs (herein called Irregular Gangs) but the Company affected shall have the right to name the foreman of such gangs.

3.07 If the Union fails to provide the number of gangs ordered for work then the Companies shall have the right to hire such gangs directly (herein called Non-Union Gangs). However, there shall be no abuse of this provision by either party and where either party claims there is an abuse a meeting shall be held immediately to correct any abuse that may exist.

3.08 When at any time gangs are short of the number of men required, the foremen of such gangs shall select additional men from among Union members of gangs not working. If no Union members are available then the gang will be brought to full strength with non-Union men. However, men will follow their gangs at all times.

3.09 In the event that a foreman is discharged, or quits, or is not available for work, then the Company shall name a new foreman in his place who on becoming a foreman of a regular gang shall have the right of selection set forth in paragraph 3.04.

3.10 When ordering gangs the Companies shall have the right to name the gangs desired where the type of operation is a heavy lift which requires special experience and the gangs so named shall be supplied if they are available and willing to work.

3.11 It is understood and agreed that where non-union employees are engaged by any Company, such non-union employees will be put to work on those operations where it is expected that the least number of man hours of work are involved. Regular gangs shall not be laid off by a company as long as that company is employing either irregular or non-union gangs and Union men employed on irregular or non-union gangs shall, if laid off revert to their regular gangs (if working) after their regular gang has completed two hours work.

#### *Article IV—Gang sizes*

4.01 A minimum longshore gang shall consist of fifteen men, including the foreman and the lift truck operator, on general merchandise cargo with not less than eight men in the hold, provided that when cargo is sorted or piled in the shed, or on an open dock, then men from the hold which is being discharged, may be used in the shed or open dock to sort or pile cargo being unloaded by their own gang.

4.02 When such sorting or piling on the dock or in the shed is performed as provided above, it is understood no greater work load or burden shall be placed on those of the gang working in the the hold.

4.03 When loading and unloading cargo other than general cargo the Companies shall determine the number of men in a gang and the distribution of the men comprising the gang.

Notwithstanding the Companies right to determine the number of men in a gang (other than gangs being used for general cargo) and the distribution of them, the longshoremen shall at no time be required to do an excessive amount of work or to work at an unreasonable pace.

4.04 The Companies agree that they will not load more than 2,600 pounds on a 6 ft. x 4 ft. pallet.

#### *Article V—Hours of service and wage rates*

5.01 For the purpose of this agreement, the work periods shall be as follows:

- From 8.00 a.m. to 12.00 noon.
- From 1.00 p.m. to 5.00 p.m.
- From 6.00 p.m. to 11.00 p.m.
- From 12.00 midnight to 5.00 a.m.

5.02 It is agreed that work will normally terminate at 10.00 p.m. but that at the Companies' request, work shall continue to as late as 12.00 midnight when the Companies consider it to be necessary in order to complete the loading or unloading of a vessel.

5.03 All work is to cease at midnight except during the last two weeks of the navigation season when, because of weather conditions, it may be necessary to work vessels day and night to clear them from the lakes.

5.04 Meal hours: Meal hours shall be as follows:

- From 5.00 a.m. to 8.00 a.m.
- From 12.00 p.m. to 1.00 p.m.
- From 5.00 p.m. to 6.00 p.m.
- From 11.00 p.m. to 12.00 midnight.

Employees required to work through any meal hour shall be paid at double the basic rate and thereafter for all time so worked until relieved for meals. Employees must

work through the meal hour when and as ordered by the Companies.

5.05 During the term of this agreement, the Companies and the Union agree that all payments of wages will be made in accordance with the wage rates set forth in Schedule "A" hereto, which is hereby made a part of this agreement.

5.06 The rate of pay for handling nitrate, bulk sulphur, bulk-ore, potash, lamp-black or carbon-black, cement in bags, wet or dry hides, lime in bags or on the cleaning of holds in which the above commodities were stored shall be increased by fifteen cents per hour or part thereof worked. This premium shall not be pyramided in overtime rates but is a flat fifteen cents for each hour or part thereof worked. It is understood that the foregoing shall only apply when the volume of any one commodity above listed exceeds twenty-five long tons in any one hold or hatch.

5.07 Double the basic rate to be paid for work on ships in port with cargoes on fire. This only applies to hatches affected by fire, smoke, steam or gas. If any cargo in any hatch is submerged in water, double time will also be paid for handling such cargo.

5.08 The rate of pay for all hours worked on the following holidays or their day of observance shall be double the basic rates: New Year's Day, Good Friday, Victoria Day, Dominion Day, Civic Holiday, Labour Day, Thanksgiving Day, and Christmas Day. If any of the above holidays falls on a Sunday it shall be observed by the Companies on the day upon which it is generally observed in the community. No work shall be performed on Labour Day except the handling of mail and passengers' baggage. If Victoria Day is observed in the community on a day other than the 24th of May the day of community observance shall apply.

5.09 Four percent of total earnings shall be paid to employees as vacation pay. Payment to be made at the close of the navigating season but not later than December 20th in any year. Earnings for the purpose of this clause shall not include pension and welfare payments.

5.10 When men or gangs have worked past the hour they shall be paid for the quarter hour, and if past the quarter hour they shall be paid for the half hour, and if past the half hour they shall be paid for the three-quarter hour, and if past the three-quarter hour they shall be paid for the full hour.

5.11 The Companies agree to continue to contribute the sum of seven cents per man hour worked to a fund established for the purpose of providing welfare and/or

pension benefits during the 1961 season. Effective April 1st, 1962 this contribution shall be increased to eleven cents per man hour worked.

An agreement for the purpose of administering the Welfare Fund shall be consummated by the parties on or before ..... 1961. If no such agreement is completed by ....., 1961, all matters not agreed shall be submitted to a Board of Arbitration. The deadline date of ....., 1961 may be extended only by agreement by both parties.

#### *Article VI—Call hours*

6.01 Call hours shall be 8.00 a.m., 1.00 p.m., 6.00 p.m. and 12.00 midnight. Orders for the above call hours shall be placed not later than 4.00 p.m. the day before for the 8.00 a.m. call; 11.00 a.m. for the 1.00 p.m. call and 4.00 p.m. for the 6.00 p.m. call. All orders when placed shall not be subject to cancellation

6.02 All orders for Sunday work, day or overtime must be placed with the Union office not later than 4.00 p.m. the day before (i.e. Saturday). If Monday is a holiday, then all orders for day or overtime work for such day must be placed with the Union office not later than 4.00 p.m. the day before (i.e. Sunday). On any holiday, all orders for day or overtime work must be placed with the Union office not later than 4.00 p.m. the day before.

6.03 The Union office will be opened for one hour from 3.00 p.m. to 4.00 p.m. on Sundays and holidays for the purpose of receiving orders.

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6.07 Any employee who refuses to stand by or who refuses to start to work while standing by shall not be paid the standing pay provided for in clauses 6.04, 6.05 and 6.06.



6.08 The Companies shall not unreasonably require work to be done in inclement weather.

6.09 If a gang despatched by the Union is not complete when reporting for work, then the Company need not start them to work and pay shall start only when such gang has been brought to full complement or when the gang proceeds to work, whichever first occurs. However, Union men forming part of non-union gangs shall be paid if they report for work pursuant to a call.

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7.03 When a hatch tender cannot be seen, an extra man shall be employed at the discretion of the Company to give signals.

7.04 All orders to the men must be issued through their foreman, who in turn shall be subject to orders from the Company's superintendent or his representative.

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7.06 Where it appears necessary to the Company two men shall assist crane operators in the handling of cargo.

7.07 Pay day shall be as follows: between 11.30 a.m. and 1.00 p.m. each Friday, if a holiday falls on a Friday, pay day shall be the preceding day at the above stated times. The parties agree to discuss a satisfactory method of distributing pay.

7.08 It is recognized that the work of opening and closing hatches is to be performed by employees under the provisions of this agreement. In the event that hatches other than mechanical type hatches are opened by persons other than employees covered by this agreement, then the gang affected shall commence work and shall be paid a sum equivalent to fifteen minutes at the prevailing rate.

7.09 It is agreed that the men shall have one night free each month to attend their regular monthly union meeting. At least three days advance notice in writing must be given by the Union to the Companies of the date of such meeting. Arrangements for special meetings to be agreed upon between the parties.

#### *Article VIII—Grievances*

8.01 The Companies acknowledge the right of the Union to appoint or otherwise select a business agent and the Companies agree to recognize him for the following purposes only:

- (a) In the despatching of employees pursuant to calls made by the Companies.
- (b) For the processing of grievances which have reached Stage No. 3 of the grievance procedure.

8.02 It is understood that the business agent may be involved in the general administration of the agreement insofar as the Union is concerned but the Companies are under no obligation to recognize him or deal with him save as aforesaid. It is agreed that in the performance of the function set out above or otherwise the Business Agent shall not interfere with the normal progress of the work of the employees.

8.03 The Companies acknowledge the right of the Union to appoint or otherwise select from among the members of the bargaining unit a Grievance Committee to consist of not more than seven persons. Upon being advised in writing of the names of members of the Grievance Committee and the Chairman thereof, the Companies agree to recognize and deal with the Committee on all grievances properly arising out of this agreement.

8.04 No grievance shall be considered where the circumstances giving rise to it occurred or originated more than three full working days before the filing of the grievance.

8.05 Grievances properly arising under this agreement shall be adjusted and settled as follows:

*Stage No. 1*—The aggrieved employee, accompanied by his Grievance Committee member shall present the grievance orally to the foreman concerned in the presence of the walking boss. The Company may continue the practice or working method giving rise to the grievance while the grievance is being processed. The grievor and his committeeman may leave their work to process a grievance provided they first obtain the permission of their respective foreman, and permission may be withheld until other arrangements have been made if their absence would seriously hamper operations of a gang or gangs. If a satisfactory settlement is not reached then within three working days, the grievance may be presented as follows.

*Stage No. 2*—The aggrieved employee, accompanied by the Chairman of the Grievance Committee and by not more than one

member thereof may present his grievance which shall be in writing on the prescribed form and signed by the aggrieved employee, to the manager of operations of the Company involved who shall consider same and render a decision in writing on or attached to the form. Should no settlement satisfactory to the employee be reached within two working days, the next stage may be taken at any time within two working days thereafter.

*Stage No. 3*—The aggrieved employee accompanied by the Chairman of the Grievance Committee and not more than one member thereof together with the Union business agent, if his presence is requested by either party, shall meet with representatives of the Company involved, in an endeavour to settle the grievance. (representatives of other Companies may be presented at this stage) The Company's reply at this stage shall be in writing.

*Stage No. 4*—If a satisfactory settlement is not reached within three working days then at any time within ten days of the meeting at Stage 3 and if the grievance concerns the interpretation, administration, application or alleged violation of the agreement, the grievance may, at the request of either of the parties be referred to a Board of Arbitration composed of one person appointed by the Company, one person appointed by the Union and a third person to act as Chairman chosen by the other two members of the Board. If the two appointees are unable to agree on a Chairman, the Minister of the Dominion of Canada will be requested to appoint a person to act as Chairman.

8.06 The majority decision of a Board of Arbitration chosen or appointed in the above manner or failing a majority decision then the decision of the Chairman shall be binding on both parties.

8.07 The Board of Arbitration shall not have any power to alter or change any of the provisions of this agreement or to substitute any new provisions for any existing provisions nor to give any decision inconsistent with the terms and provisions of this agreement.

8.08 Each of the parties will bear the expenses of the arbitrator appointed by it, and the parties will jointly bear the expenses of the Chairman.

8.09 Nothing in this agreement shall be interpreted as allowing any member of the Grievance Committee or any Union official to give orders to the men in connection with their work. No rules, regulations or resolutions shall be passed by either the Companies or the Union which are inconsistent with the provisions of this agreement.

8.10 Charges against an employee resulting in dismissal may be settled by confirming the Company's action, or by restoring the employee to his former position with full compensation for all time lost or by other arrangement which is just and equitable.

8.11 The Union agrees that it will not uphold incompetence, shirking of work, pilfering or broaching of cargo, drinking of alcoholic beverages on the job or reporting for work under the influence of alcohol. An employee may be discharged or otherwise dealt with as the Companies see fit for committing any of the above offences or for any other just cause but a claim by an employee that he has been discharged or disciplined without reasonable cause may be the subject of a grievance.

8.12 The Companies' rules with regard to smoking on ships or in sheds shall be observed at all times.

8.13 In view of the orderly arrangements provided by this agreement for the settling of disputes, the Union agrees that during the lifetime of this agreement there shall be no strike, slowdown or stoppage of work either complete or partial, and the Companies agree that there will be no lockout.

#### *Article IX—Termination*

9.01 This agreement shall come into force as of the date hereof and shall remain in force to and including the ..... day of ..... and shall continue in force from year to year thereafter, unless within the period of sixty days prior to December 1st, 1962 or prior to December 1st in any year thereafter, either party shall furnish the other with notice of termination of or proposed revision of this agreement. In the event such notice is given, this agreement shall continue in full force and effect during the period in which negotiations are in progress.

In Witness Whereof each of the parties hereto has caused this agreement to be signed by its duly authorized representatives as of the date and year first above written.

#### **SCHEDULE "A"**

##### *Wage Scale Effective on signing of agreement*

1. The basic hourly rate of \$2.10 shall be paid for all hours worked during the following times

- (a) Monday to Friday inclusive 8.00 a.m. to 12.00 noon and 1.00 p.m. to 5 p.m.
- (b) Saturday 8.00 a.m. to 12.00 noon.

2. Time and one-half the basic hourly rate (i.e. \$3.15) shall be paid for all hours worked during the following times

- (a) Saturday 1.00 p.m. to 5.00 p.m.
- (b) Monday to Saturday inclusive 6.00 p.m. to 11.00 p.m.
- (c) Monday to Saturday inclusive 12.00 midnight to 5.00 a.m.

3. Double the basic hourly rate (i.e. \$4.20) shall be paid for all hours worked on Sunday (i.e. 12.01 a.m. Sunday to 12.01 a.m. Monday).

#### *Wage Scale Effective April 1st, 1962*

1. The basic hourly rate of \$2.16 shall be paid for all hours worked during the following times

- (a) Saturday to Friday inclusive 8.00 a.m. to 12.00 noon and 1.00 p.m. to 5.00 p.m.
- (b) Saturday 8.00 a.m. to 12.00 noon.

2. Time and one-half the basic hourly rate (i.e. \$3.24) shall be paid for all hours worked during the following times

- (a) Saturday 1.00 p.m. to 5.00 p.m.
- (b) Monday to Saturday inclusive 6.00 p.m. to 11.00 p.m.
- (c) Monday to Saturday inclusive 12.00 midnight to 5.00 a.m.

3. Double the basic hourly rate (i.e. \$4.32) shall be paid for all hours worked on Sunday (i.e. 12.01 a.m. Sunday to 12.01 a.m. Monday).

All of which is respectfully submitted.

(Sgd.) R. G. GEDDES,  
Chairman.

(Sgd.) W. J. WHITTAKER,  
Member.

(Sgd.) DRUMMOND WREN,  
Member.

Toronto, Ont., June, 1961.

## Report of Board in Dispute between

The Western Union Telegraph Company, Cable Division,  
and  
American Communications Association

Honourable Sir:

Your Board of Conciliation set up to deal with the dispute between the above mentioned parties under date of February 17th, 1961, met the parties in Montreal on May 8th and 9th, and at these hearings the full submissions of both parties were heard with respect to the issues in dispute.

At these hearings the American Communications Association was represented by:

V. Rabinowitz —Counsel  
M. Standard —Counsel  
W. Bender —International Secretary-Treasurer

F. Lenahan —Secretary-Treasurer,  
Local 11  
L. Ellis —President, Local 11  
J. Macintyre —Secretary-Treasurer,  
Montreal Local 11  
C. Huntley —President.

Western Union Telegraph Company was represented by:

John H. Waters —General Attorney  
Robert A. Levett —Asst. General Attorney, 60 Hudson Street, New York City  
Alastair Macdonald —Counsel, 56 Sparks St., Ottawa  
Russell H. Cobb —Asst. Vice President  
J. A. Corty —Employee Relations Manager  
F. Messner —Administration Manager, Cable Department  
M. Rompo —General Operations Supervisor, Cable Department  
E. Bentley —General Manager, Montreal.

During June, The Minister of Labour received the Report of the Board of Conciliation and Investigation established to deal with a dispute between The Western Union Telegraph Company, Cable Division, and American Communications Association.

The Board was under the chairmanship of His Honour Judge J. C. Anderson, Belleville, Ont. He was appointed by the Minister on the joint recommendation of the other two members John J. Urie, Ottawa, and Jean Paré, Montreal, nominees of the company and union, respectively.

The Majority Report, which under the provisions of the Industrial Relations and Disputes Investigation Act, constitutes the Report of the Board, was submitted by the Chairman and Mr. Urie. The Minority Report was submitted by Mr. Paré.

The Majority and Minority Reports are reproduced here.

The American Communications Association represents the employees of the Western Telegraph Company, Cable Division, in Quebec, Newfoundland and Nova Scotia. There are about 88 employees altogether, with the largest single group of about thirty-eight located at Montreal.



The parties have had a collective bargaining relationship for a number of years. The collective bargaining agreement ran from January 1st, 1959 to December 31st, 1960. The parties agree that any settlement on wage increases should include retroactive application to January 1st, 1961.

The issues between the parties are as follows:

1. *Wages.* The Union rejected the Company's final offer for an increase of 8 cents per hour for the first year and 5 cents per hour for the second year, plus a differential in the first year for automatic operators which would be applicable to the maximum and which would be the equivalent of 1 cent per hour for the entire bargaining unit.

The Union originally proposed that the Company accord the employees in Montreal, Newfoundland and Nova Scotia, the same wage scale as the Company pays to the cable employees in the United States. During the course of negotiations, the Union reduced its wage demand to equality of treatment for the Canadian employees with the wage increases granted to the United States employees in the spring of 1960, and for this purpose sought wage increases of \$4 per week (10½ cents an hour) across-the-board plus an additional \$2 per week (5.33 cents an hour) at the minimum of all ranges, plus an additional \$1.50 per week (4 cents an hour) at the maximum for technicians, for the first year; and for the second year \$4 per week (10.67 cents an hour) across-the-board, plus \$1 per week (2.67 cents an hour) at the maximum plus an additional \$1.50 per week (4 cents an hour) at the maximum for Technicians.

2. *Other Issues.* The parties tentatively agreed on other issues except for the following:

Premium pay of time and one half from midnight Sunday to 8 a.m. Monday.

It will be seen from the above statement that the only issue in dispute is that with respect to wage rates, and one other issue, that is, premium pay of time and a half from mid-night Sunday to 8 a.m. Monday. The Union's main submission was that the employees in Canada of the Western Union Telegraph Company, Cable Division, should be paid wages equal to those paid the United States employees in the same division of the Company, but for the purpose of the present Contract the Union's request was for the same settlement as that given to the similar United States employees in the Contract which runs from April 1960 to April 1962.

The Union's case is that the employees of the Company in Canada perform similar functions, have the same skills and productivity and are essential to the continuous operation of the Company's facilities, as are the employees in the United States. The Union submits that the Canadian employees are employed by the Western Union Telegraph Company, a United States corporation which operates stations in Canada, and that the Cable Division in Canada is not an independent unit but is an integral part

of the Company's Cable Division. The Union further contends that the terms of settlement of the collective agreement for Canadian employees have always been as good as or better than the cable employees in New York and that the dispute has arisen mainly from the insistence of the Company to apply to its Canadian employees increases that are substantially less than it has agreed to pay to its New York employees.

There was some discussion before the Board about the possibility of a fifteen month contract.

The Company in making its submissions submitted that the wage rates paid its employees in Canada are generally higher than those paid by its Canadian competitors and that the present wage rates include increases granted since January 1st, 1958 which exceed the intervening rise in the Canadian cost of living and that its present wages constitute fair compensation. The Company further submitted that the Canadian communications industry is making broad legislative and technological changes. The Canadian government is actively fostering a modern ocean-cable system, including the construction of a Canadian cable ship and that the Company's operations will be substantially restricted by the new Canadian licensing law. The Company submits that the Canadian government has ruled that after November 1st, 1962 no cable messages arriving at the cable points in Newfoundland and Nova Scotia can be first routed to New York and then returned to the Canadian points but that messages must upon arrival on Canadian soil be transmitted directly over Canadian lines and not via New York, and that because of this the Company must spend a lot of money and devote time and effort to research to install and test equipment at the cable landings so that the messages arriving from all over the world and intending to be destined to points in Canada can be segregated from the other messages and then sent over a Canadian line.

The eighty-seven employees of the Company which are under the terms of reference of this Board of Conciliation are located as follows:

Montreal—Total employed in ten classifications—38; St. Pierre, Miquelon—Total employed in two classifications—8; North Sydney, N.S.—Total employed in two classifications—10; Heart's Content, Nfld.—Total employed in five classifications—15; Bay Roberts, Nfld.—Total employed in six classifications—17.

Montreal office has no employees in the classifications utilized at the four cable landing points except that of handyman.

The Company submitted some statistics comparing rates of employees in the Western Union Canadian Cable Division as compared with similar classifications for Canadian National and Canadian Pacific, and the Western Union cable rates for these classifications are generally higher. The Company asserts that one of the reasons it can no longer give its Canadian employees the same rate of increase as the New York employees is that while earlier no Canadian licensing or governmental regulations were in effect affecting the Company's methods of operation, routing of traffic or utilization of equipment and facilities, that this meant that the Canadian traffic was being handled over two basic routes, one of which utilized New York. This enabled the Company to provide efficient and economical service to deal with traffic peaks and valleys as well as after-hour traffic. In other words, the Company asserts that the system was then completely flexible and interchangeable and it was able to operate it to meet the requirements of the service. The Company further states that by reason of an amendment to the Canadian Telegraph Act proclaimed in 1960, the licensing of operations after July 1st, 1960 was placed in the hands of the Minister of Transport, and as a result of the government policy the Canadian operating licence was restricted in two respects. The Canadian operations may provide only public message service, and secondly, Canadian traffic utilizing the Canadian cable landings may not be routed via New York except under certain emergencies. The Canadian government did, however, because of the fact that it recognized that research and development were required to design, install and utilize equipment to provide the all-Canadian routing of international traffic give the Company a period of grace expiring on November 1st, 1962 for the purpose of allowing it to change its operations to suit the new Canadian requirements.

It would appear to the Board that while thus far the Company's Canadian operations have not been restricted to any great extent so as to adversely affect revenue, yet the trend is likely to be one of greater restriction and the restricted licensing already decided upon will doubtless make it more difficult for the Company to increase or even retain its present Canadian revenues, and what is perhaps more important, it will not be able to expand its services in providing new types of service for customers to the extent that it would like.

While the Union has advanced many arguments in favour of parity of wages the Board is of the opinion that by reason of the expected restricted licensing of the

Company, and by reason of the fact that while the employees are working for the same Company they are working in Canada, subject to Canadian laws and in competition with other Canadian workmen, that on the whole the Union have not made out a case for parity. It would appear that as of December, 1960 the monthly wage rates of employees of the Canadian telecommunication system are in some categories paid substantially higher than employees of Western Union Cables. For instance, Western Union Cables have three technicians who at December 31st, 1960 worked 163.02 hours in a month and received salary of \$488.00, while similarly classified employees working the same number of hours a month but employed by Canadian Overseas Telecommunication received \$495.00 a month, and the Western Union Cable has thirty-four employees in the classification of electrician who receive \$473.00 a month while employees similarly classified working in the Canadian Overseas Telecommunication System receive \$495.00 a month, and similarly, Western Union Cable have a classification called automatic operator in which it has seventeen employees who receive \$413.00 a month while employees working in Canadian Overseas Telecommunication System and similarly classified as automatic operators receive \$450.00 a month. It will be noted that these classifications make up fifty-four of the eighty-seven Western Union Cable employees in Canada. It is true that in other classifications such as cable operator, technician, telephone operator and service clerk and office clerk, the Western Union Cable monthly rates are somewhat higher than those of Canadian Overseas Telecommunication System, but it is apparent from the examination of the Company's Exhibit "E" that as of December 31st, 1960 the majority of the Western Union employees in Canada were receiving less than employees of Canadian Overseas Telecommunication System in the same category.

The Company, although admitting that for the purpose of negotiation at the end of 1960 and early in 1961 it offered to increase wages by 8 cents per hour for the first year and 5 cents per hour for the second year, plus a differential in the first year for automatic operators which would be applicable to the maximum and which would be equivalent to one cent per hour for the entire bargaining unit, withdrew this offer and did not renew it before the Board.

Your board of conciliation, however, taking all matters into consideration, and particularly having regard to the pay



received by certain employees of the Canadian Overseas Telecommunication System, recommends that the issue of wages be settled on the following basis:

1. Effective January 1, 1961, the following wage adjustments will be made.
  - (a) There will be an increase across-the-board of 8 cents an hour to all employees.
  - (b) The equivalent of 1 cent an hour across-the-board will be paid and added to the pay of operators at the maximum.
2. Effective January 1, 1962 there will be a further increase across-the-board of 7 cents, and effective January 1, 1962 the equivalent of 2.00 cents per hour across-the-board will be distributed to all other employees at the maximum.
3. The Board does not see fit to recommend that premium pay of time and a half be paid from mid-night Sunday to 8 a.m. Monday.
4. The fringe benefits previously agreed upon between the parties, but which, when the matter went to the conciliation board were withdrawn, shall be incorporated in the new Contract effective January 1st, 1961, namely:
  - (a) Saturday premium rate—estimated annual cost \$5,600 (equivalent to 2.65c. per hour).
  - (b) \$1,000 increase in group life insurance benefits—annual cost \$900 (42c. per hour).
  - (c) Hospital-medical-surgical insurance plan paid for by the Company—estimated annual cost \$1,600 (.76c. per hour).
  - (d) Major medical insurance plan—paid for by the Company—estimated annual cost \$800 (.38c. per hour).

For a fifteen month Contract, if the parties desire that, the Board recommends as follows:

- Effective January 1, 1961, the following wage adjustments will be made:
- (a) There will be an across-the-board increase of 9 cents per hour to all employees.
  - (b) The equivalent of 1 cent an hour will be paid and added to the pay of operators at the maximum.
  - (c) The equivalent of 1.92 cents per hour across-the-board will be distributed to all other employees at the maximum.
  - (d) The fringe benefits as set out above will be incorporated in the Contract January 1, 1961.

All of which is respectfully submitted.

(Sgd.) J. C. ANDERSON,  
*Chairman.*

(Sgd.) JOHN J. URIE,  
*Member.*

Dated at Belleville, Ontario, this 10th day of June, 1961.

## MINORITY REPORT

Honourable Sir:

I find that I must dissent from the majority report suggested by Hon. Judge J. C. Anderson, and the Company nominee Mr. John J. Urie, in the matter of the dispute between the Western Union Telegraph Company and the American Communications Association, Local 11.

I am of the opinion, that both the Union representatives and the Company representatives, who appeared before the conciliation board, both acknowledged the fact that for a period of many years, the results of the negotiations between the Company and its United States employees, were, subsequently implemented by the Company for all employees of the Company in Canada.

In fact, evidences presented to the Conciliation Board made it clear that in some instances the company granted higher increases to the Canadian workers, to help fill the gap that existed and still exist, between the wages paid to the American workers as compare to the Canadian workers.

The Company also admitted that following on the negotiations of a new contract for Its American employees a new set of negotiations was started to implement the settlement for the Canadian workers.

The fact that both the Chairman of the Conciliation Board and the Company nominee, both recommended that a 15 months contract be desirable, and in so doing did recognize the validity of a 15 months contract.

The fact is that by agreeing to a 15 month contract, it means that in the future, negotiations for both the American and the Canadian workers would be on a joint basis, and thereby save a lot of time, energy and important sums of money to both parties.

Therefore I believe that the Union did make a strong case in favour of parity for the Canadian workers, and the company did not deny the fact that in past years, the equivalent settlement and in some case a higher settlement was granted to the Canadian workers.

I therefore recommend, that the new agreement between the parties be for a period of 15 months from January 1, 1961.

(Continued on page 848)



# LABOUR LAW

## Legal Decisions Affecting Labour

Manitoba court rules that unions are legal entities and therefore liable for damages. B.C. court finds picketing in the absence of a strike illegal

In Manitoba, the Court of Queen's Bench ruled that the unions are legal entities liable for damages under the Manitoba Labour Relations Act and under the common law.

In British Columbia, the Supreme Court ruled that the Trade-unions Act did not affect the right of information picketing, but picketing with the intention to persuade in the absence of a strike is prohibited.

### Manitoba Court of Queen's Bench..

...rules that the Labour Relations Act makes a union a legal entity that is liable for damages

On May 1, 1961, Mr. Justice Monnin of the Manitoba Queen's Bench ruled that the Manitoba Labour Relations Act, by granting to the unions certain rights, powers and responsibilities, attributed to them legal personality and made them liable in damages both for breach of a provision of the Labour Relations Act and under the common law. Also, the Court ruled that an attempt on the part of the union members to improve their position is perfectly lawful providing that the methods used are lawful, but untrue statements calculated to inflict injury on an employer in his trade relationships are actionable, particularly when causing injury to a third party not involved in the labour dispute. Further, the judge held that "secondary boycott", i.e. the indirect application of economic pressure to an employer through the medium of his customers, is closely akin to a conspiracy to injure the employer in his trade, and part of such a conspiracy.

The Codville Company Limited, in the City of St. James, is the wholesale distributor of Independent Grocers Alliance Distributing Co. (I.G.A.) products for all I.G.A. stores in Manitoba. Also, the company sells to retail stores other than those in I.G.A. chain and 45 per cent of the merchandise handled and shipped by its employees—members of a union—is sold to stores not belonging to the I.G.A. chain.

Dusessoy's Supermarkets St. James Ltd., the plaintiff in the case under review, is one of the I.G.A. stores in St. James.

Codville has no direct control or interest in the Dusessoy company; the relationship between the two companies is that of franchise holder and sub-lessee. Dusessoy's company purchases 30 per cent of its merchandise directly from Codville's warehouse. About 35 per cent is ordered either directly from the suppliers or through Codville order board and delivered to the Dusessoy company by the suppliers themselves and billed either directly to Dusessoy or through the Codville supply depot; approximately 35 per cent of Dusessoy's merchandise is ordered from other suppliers. The Codville company provides for all stores in the I.G.A. chain store engineering services, store supervision, a complete advertising program and management counsel; but all of this is in a purely supervisory capacity and does not change the nature of Dusessoy's company as a separate entity.

Local No. 832 of the Retail Clerks Union has never been the bargaining agent of the Dusessoy employees and there was no trade dispute between the union and the Dusessoy company.

On December 20, 1960, 15 of the 23 employees of the Codville company, all members of Local 832, declared a strike and started to picket Codville's premises.

About the same time, the union's business agent approached Dusessoy, asking him to contact Codville and to impress upon him the necessity of settling the strike and to apply pressure upon the Codville company. Apparently Dusessoy refused to intervene and explained that there was no direct connection between Dusessoy's company and Codville. Thereupon the union's agent informed Dusessoy that pickets would be placed in front of his business and they would put him out of business and ruin him.

On December 23, pickets appeared simultaneously in front of Dusessoy's store and

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

in the vicinity of other I.G.A. retail outlets in the metropolitan area of Winnipeg.

The picketing was orderly and peaceful but was blocking access to the Dusessoy store. The pickets were carrying placards with messages which were misleading; some information contained in the leaflets distributed by the union were untrue.

Interlocutory injunction against picketing was granted on February 9, 1961. This was followed by an action brought by the Dusessoy company against Local 832, its business agent, the international representative of the union in the district, and eight of its members who actually picketed Dusessoy's premises, for damages and a permanent injunction against picketing.

The company claimed, *inter alia*, that the union and other defendants conspired together to injure the company in its business, beset and watched its premises, interfered with its customers; that the stickers, placards and leaflets carried or distributed by the union were false and misleading; that the activities of the pickets constituted a nuisance; that they conspired unlawfully to induce it to commit a breach of its contract with the Codville company.

The union pleaded that it was not an entity in law against which the action could be brought, and all the defendants alleged that the Codville company is known and advertises itself as the supply depot for I.G.A. stores, which stores, by joint advertising, by their uniform appearance and service and by stocking similar brands of merchandise, represent to the public an integrated enterprise—"an integrated whole".

Mr. Justice Monnin, after having reviewed the evidence, found that Codville had no control over any of the stores and in this respect the leaflets contained untruthful statements which could only deceive the public with the purpose to apply economic pressure to Codville through Dusessoy's retail outlet. Codville company takes advantage of its distributorship of I.G.A. supplies in some of its advertising, but that does not make it and the various retail outlets an integrated whole. Although the picketing was orderly and peaceful, the continued blocking of entrances with the consequent stopping of vehicles in the driveway's leading to the store and on the highway amounted to a nuisance.

In Mr. Justice Monnin's opinion, an attempt on the part of the union members to improve their lot is perfectly lawful and justifiable providing the methods used are also lawful, but untrue statements, calculated to inflict injury on an employer in his trade relationships, are actionable.

This is even more so when it also causes serious injury to a third party not at all involved in a labour dispute.

Dealing with the issue whether there was a conspiracy on the part of the defendants to injure Dusessoy in his trade, Mr. Justice Monnin had no doubt that their alleged motives of promoting their lawful interests were simply a cloak behind which to hide their avowed intention of bringing the Codville company to its knees through injury to Dusessoy's trade. The purpose of picketing was not merely to obtain and communicate information, but the real purpose was to hurt Codville through loss of business, which they hoped to cause to the Dusessoy company. This in effect was the indirect application of economic pressure applied to the employer through the medium of his customers which, in common language, is a "secondary boycott".

The purpose of picketing, Mr. Justice Monnin continued, was to injure Dusessoy's company and, through it, to punish Codville for not settling the strike in a manner satisfactory to the union. The fact that in the dispute there was no direct relationship between Dusessoy's company or its employees and the union; the threats made by the union's business agent to Dusessoy; the deceiving stickers and placards; the untruthful statements contained in the leaflets; the picketing amounting to a nuisance; all these factors taken together pointed to a case of wrongful purpose, namely, a conspiracy to injure the Dusessoy company in its trade.

Dealing particularly with the question of secondary boycott, Mr. Justice Monnin quoted the definition of "secondary boycott" from *Websters New International Dictionary*:

The boycott of (A) by an organized group (B) to compel a third party (C) to do, or abstain from doing, a thing for which (A) has no direct responsibility.

Further, "secondary boycott" may be described as the organized abstention of business relationship with an employer through a third party in order to compel the employer to modify or change his attitude by partial or total paralysis of his business. In the case under review, it was an attempt to apply economic and social pressures to Codville through the Dusessoy company.

By law, Dusessoy's company enjoys freedom of trade, an undeniable right just as strong as freedom of speech. That right of trade can only be curtailed in very peculiar circumstances for the good of the community as a whole and not only in the interests of a specific and clearly limited



group. The Dusessoy company has a proprietary right to trade and to do business with persons or corporations of its choice—more so when it has no dispute with anyone—and this right belongs to it unless the legislature, by clear and unequivocal language, has interfered with it. That was not the case in the situation under review.

The application of secondary boycott was discussed in three Canadian decisions: *Producers' Sand and Gravel Co. Ltd. v. Vancouver Island Drivers' Division*, an unreported decision of Mr. Justice MacFarlane, dated April 18, 1950, to be found in "*The Labour Injunction in British Columbia*" by Professor A. W. R. Carruthers, at Appendix E, p. 242; *Verdun Printing and Publishing Inc., v. Union Internationale des Clicheurs et Electrotypers de Montreal* (1957) (L.G. August, 1957, p. 985); and *Sauve Freres Ltee. v. Amalgamated Clothing Workers of America* (1959) (L.G. September, 1959, p. 944). These decisions, in Mr. Justice Monnin's opinion, although far from specifically stating that the injunctions were granted because of the conspiracy to injure plaintiff or petitioner in their respective business, are closely akin to that principle. Further, he added that in the present state of the law, and in the absence of specific legislation on the subject, he was amply justified in disposing of the secondary boycott aspect of the case at bar by finding that it was part of the conspiracy to injure the Dusessoy company in its trade.

Finally, Mr. Justice Monnin dealt with the question whether the union is a suable entity in the province of Manitoba. He recalled that the status of the union in Manitoba was dealt with in some recent cases.

In *re Manitoba Labour Relations Act; in re International Union of Operating Engineers, Local Union No. 827, and Manitoba Labour Board* (1952) (L.G. July, 1952, p. 941), Mr. Justice Campbell found that a union was a *quasi persona juridica*.

In *Peerless Laundry and Cleaners Ltd. v. Laundry and Dry Cleaning Workers Union* (1952), (L.G. Nov. 1952, p. 1488) Mr. Justice Freedman held that under the Manitoba Labour Relations Act a trade union was a statutory entity possessing legal existence apart from its members and a suable entity for the implementation of that Act and for causes of action founded directly upon breaches of its provisions.

In *Re Walterson and Laundry and Dry Cleaning Workers Union and New Method Launderers Ltd.* (1955) (L.G. May, 1955, p. 565), the Court of Appeal came to the conclusion that a trade union is not a

legal entity and may not sue or be sued in civil proceedings and may not prosecute or be prosecuted in criminal proceedings.

In *Tunney v. Orchard* (1957) (L.G. October, 1957, p. 1214), although there was plenty of discussion about the entity of a trade union, the matter was not in issue since a representation order had been granted by the Court of Appeal.

In *Nabess and Lynn Lake Base Metal Workers Federal Union No. 292 v. Sherritt Gordon Mines Ltd.* (1959), 67 Man. R. 22. Mr. Justice Monnin himself, although inclined to favour the expressions of opinion of Justices Campbell and Freedman, felt bound by the clear and precise words of Chief Justice Adamson in the *Walterson* case and reluctantly came to the conclusion that the union had no legal status.

In *Re Warner and Manitoba Labour Board* (1960) (L.G. October, 1960, p. 1953), Chief Justice of Queen's Bench Court held that a trade union is not a society and has not been given a status by the Labour Relations Act.

The question is again open for decision in view of the positive language of Mr. Justice Locke of the Supreme Court of Canada in *Therien v. International Brotherhood of Teamsters* (1960), (L.G. March, 1960, p. 276).

After discussing *Taff Vale Ry. v. Amalgamated Soc. of Railway Servants* (1901), the Trade Union Acts of 1871 and 1876, the Trade Disputes Act of 1906, the Trade Union Act of British Columbia, 1902, and the Labour Relations Act, 1954 of British Columbia, and relying on those last two British Columbia statutes, Mr. Justice Locke came to the conclusion that the union in question was a legal entity which could be made liable in name for damages either for breach of a provision of the Labour Relations Act or under the common law. All the other members of the Supreme Court of Canada agreed with him on this point.

Referring to the situation in Manitoba, Mr. Justice Monnin noted that there was a Labour Relations Act which had been in force since 1948, but there was no Trade Union Act similar to the British Columbia Statute R.S.B.C. 1948, ch. 542 (now R.S.B.C. 1960, ch. 384).

The Manitoba Labour Relations Act, Mr. Justice Monnin added, is similar in effect to the British Columbia Act. Under the Act a trade union means any organization of employees formed for purposes, including the regulation of relations between employees and employers; rights of employers and employees are reserved; employers or



employers' organizations are not to interfere with trade unions and employers cannot discriminate against trade union members nor shall they seek to intimidate members of trade unions; trade unions can apply for certification as bargaining agents as a group and upon certification, as such, have exclusive authority to bargain collectively on behalf of the employees of the unit; collective agreements are binding on the employer, the employee and the union; provisions are inserted for notice to negotiate and the parties must proceed within specific time; provisions are made for strikes and lockouts, conciliation boards and reports; penalties are provided for breach of various sections. Throughout the Act they are referred to as trade unions and treated as legal entities with certain rights and privileges.

Mr. Justice Monnin noted that the unions have not been formally incorporated under the Act or by any Act which relates to incorporation of associations or groups of people. A trade union is not a partnership nor a person as it is understood in the legal sense, but does that mean that the legislature is restricted to three legal entities only—a person, a partnership and a corporation? Cannot the legislature, which is supreme, create a new kind of legal entity different and maybe even foreign to all former types of legal entity? If a trade union can on behalf of members enter into a contract and be found guilty of offences of commission or omission (Section 45), is it not an entity with rights and responsibilities? By Section 46 of the Manitoba Labour Relations Act, for the purpose of a prosecution, it is declared that a trade union is a person. Is it restricted to that?

Further, Mr. Justice Monnin noted that the sole effect of the Trade-unions Act of British Columbia, which has no counterpart in Manitoba, was to grant to trade unions some immunities, and one of these immunities presupposes that prior to that, trade unions were liable in tort. Mr. Justice Monnin's consideration of the Manitoba Labour Relations Act and its comparison with the British Columbia Labour Relations Act, coupled with his consideration of the *ratio decidendi* of Mr. Justice Locke in the *Therien* case, led him to the conclusion that in order to find legal entity in trade unions it is not necessary that both statutes should co-exist. In his opinion, the Manitoba legislature, by granting these rights, powers and responsibilities to these unincorporated associations, intended to, and did, attribute legal personality to trade unions both for breach of a provision of the Labour Relations Act or under the common law.

In conclusion, Mr. Justice Monnin held that Dusessoy was entitled to succeed in his action against the union which was sued in its name; fixed damages against all defendants at \$3,000 and granted a permanent injunction against picketing. *Dusessoy's Supermarkets St. James Ltd. v. Retail Clerks Union Local No. 832, et al.* (1961), 34 W.W.R., Part 13, p. 571.

### British Columbia Supreme Court...

... rules that if picketing is to persuade it can be enjoined in the absence of a strike

On May 2, 1961, Mr. Justice Lord of the British Columbia Supreme Court held that the British Columbia Trade-unions Act did not abridge the right to picket entirely, but picketing with the intention to "persuade" could be enjoined even in the absence of a strike.

A building contractor engaged in constructing a service station in Vancouver was approached by a person who claimed to represent the carpenters' union and who advised him that all carpenter workers employed on the construction would either have to join the carpenters' union or only the members of that union would have to be employed on the job. The constructor told the man that the men working for him were not desirous of joining the union.

Some days later, the person in question started picketing the construction site carrying the placard: "Non-union men are working on this job". Some suppliers refused to cross this picket line, resulting in delay in the construction of the service station and damage to the constructor.

On a motion to continue injunction, Mr. Justice Lord was of the opinion that the decision in the matter under review rested on the interpretation of Section 3 of the Trade-unions Act, 1959, which reads as follows:

S. 3 (1) Where there is a strike that is not illegal under the Labour Relations Act or a lockout, a trade-union, members of which are on strike or locked out, and anyone authorized by the trade-union may, at the employer's place of business, operations, or employment, and without acts that are otherwise unlawful, persuade or endeavour to persuade anyone not to

- (a) enter the employer's place of business, operations, or employment; or
  - (b) deal in or handle the products of the employer; or
  - (c) do business with the employer.
- (2) Except as provided in subsection (1), no trade-union or other person shall persuade or endeavour to persuade anyone not to
- (a) enter an employer's place of business, operations, or employment; or
  - (b) deal in or handle the products of any person; or
  - (c) do business with any person.

The defendant contended that this section did not abridge the common law right of information picketing.

Mr. Justice Lord noticed that Section 3 (1) sets out the conditions under which trade unions or its members may persuade or endeavour to persuade anyone not to enter the employer's operations or do business with the employer. One of the conditions that makes such persuading lawful is "where there is a strike" or a lockout. In the case under review, there was no strike or lockout. Nor was there any "trade-union, members of which are on strike or locked out", nor anyone "authorized by the trade-union" to persuade.

Further, Mr. Justice Lord agreed with the defendant that the legislature, in enacting the Trade-unions Act, did not intend to abridge the right to picket entirely. The deliberate use of the words "persuade or endeavour to persuade" and the deliberate omission of the words "communicating facts" would indicate that the legislature had no such intention and did not touch information picketing.

In Mr. Justice Lord's opinion, the language of Section 3 is clear and concise and does prohibit picketing of all kinds by a trade union or other person unless coming within the exceptions set out in Section 3 (1), and if the picketing is of the nature to persuade or endeavour to persuade anyone from doing the matters enumerated.

Mr. Justice Lord held that the defendant, walking up and down beside the construction site carrying a placard, did it with the purpose of persuading trades and callings from entering the construction premises. The information contained on the placard must have been placed there to induce others not to do business with the person building the service station. That type of picketing, carried on by those who are not authorized to do so under Section 3 (1), the legislature had prohibited. Those who did not cross the picket line were induced and persuaded to do so by the information contained on the placard.

The Court granted injunction to continue until trial. *Koss v. Konn et al.* (1961), 28 D.L.R. (2d), Part 4, p. 319.

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## Recent Regulations under Provincial Legislation

Closer supervision of compressed air operations mandatory in British Columbia, stricter control provided for trade schools in Saskatchewan, and new rules in Ontario on the transportation of dangerous commodities

The new compressed air regulations issued by the British Columbia Workmen's Compensation Board make it mandatory for employers to ensure closer supervision of compressed air operations than formerly and require compressed air workers to have a Compressed Air Health Register.

In Saskatchewan, the regulations governing trade schools were revised, increasing registration fees and providing for stricter control by the Department of Education.

In Ontario, new regulations under the Highway Traffic Act lay down rules regarding the transportation of certain dangerous commodities.

### British Columbia Workmen's Compensation Act

New Compressed Air Regulations, 1961, modelled largely on the United Kingdom's work in Compressed Air Special Regulations, 1958, have been issued in British

Columbia under the Workmen's Compensation Act. Gazetted May 4 as B.C. Reg. 64/61, they became effective April 1, 1961, superseding B.C. Reg. 414/59.

The regulations apply to any industry within the scope of Part I of the Workmen's Compensation Act in which workmen are employed in compressed air other than diving work.

Their provisions, more specific than previously, and containing major changes, relate to project supervision, air supply, man-locks, lock attendants, working chambers, working conditions, medical supervision, medical locks, and compression and decompression of workmen. The Workmen's Compensation Board is empowered to grant exemption from any requirement when it is satisfied that on a particular project its observance is not necessary.

There is now more emphasis than formerly on adequate supervision and control



of compressed air operations in order to ensure the safety of workmen. The employer is under specific obligation to ensure that a competent person is in charge of compressed air operations, that he is in attendance at the job site, and that all the workmen understand that he is in charge.

Similarly, the plant for the production and supply of air to any working chamber or air lock must be in the immediate charge of a competent person when any workman is in compressed air. The requirements regarding this plant and related equipment are set out in the regulations.

A new provision also requires that a competent lock attendant be in charge whenever any workman is in a man-lock or in a working chamber to which the man-lock affords access. He is responsible for the compression and decompression of workmen, including the maintenance of a register providing specified information concerning each workman. He may, subject to his over-all control of compressed air into the lock, if authorized by his employer, delegate certain functions to a competent person.

Requirements are also set out with respect to the man-lock itself, including adequacy of size, pressure gauges, clocks, means of intercommunication, control of the supply of compressed air, air pipe lines, and other matters.

Most of the provisions in connection with working chambers are unchanged. New requirements, however, specify that when any workman is in a working chamber the door between it and any man-lock for his egress toward a lower pressure, and not in use, must be kept open when practicable. New provisions also require the installation of a wet-bulb thermometer in every working chamber, and forbid a workman to be in a working chamber where the wet-bulb temperature exceeds 80 degrees Fahrenheit, except in special circumstances. As before, a competent person must be in charge of valves and gauges which regulate and indicate pressure in the working chamber; he must not work more than eight hours in any twenty-four, and in caisson work must not operate more than two separate air-lines. Other matters, also dealt with formerly, relate to the installation of pressure gauges, thermometers, lighting, means of communication between the working chamber and the surface, and the prohibition of intoxicating liquor.

The new regulations require that a workman without previous experience on work in compressed air must be supervised by an experienced person. Compression of the inexperienced workman must not be carried

out unless he is accompanied in the man-lock by a person competent to advise him of appropriate conduct during compression. Workers who have been decompressed after working under pressure of over 18 pounds and less than 40 pounds must remain on the premises for at least one hour afterwards, while those who have worked under pressure of 40 pounds or more must remain for at least one and one-half hours.

The employer is now required to supply persons employed in compressed air for the first time with information approved by the Board on precautions to be taken in connection with this work. It is also the duty of every compressed air worker to submit himself for medical examination. Other provisions in connection with working conditions require, as formerly, proper lighting and ventilation of dressing-rooms and drying rooms, with a minimum temperature of 70 degrees Fahrenheit. Adequate bathing facilities and hot coffee must also be provided.

The provisions in respect of medical supervision of compressed air workers have been extended. As before, the employer is required to make arrangements for medical supervision by an appointed physician, and to arrange for the medical examination of workers. The appointed physician must be immediately available in case of emergency, accident, or when necessary to recompress a workman.

Each compressed air worker must now have a Compressed Air Health Register in which the employer is obliged to enter the name, address, and telephone number of the appointed physician. This register is to be kept by the employer on the premises, except when required by the workman or the appointed physician, and is to be given to the workman on termination of his employment.

No workman may be employed in compressed air unless he has been examined by an appointed physician, or another physician in urgent cases when the appointed physician is not available, and certified in his Compressed Air Health Register to be fit for this type of work. The certificate must be dated not more than three days earlier, unless the workman has been employed in compressed air within the previous three months, certified fit for such employment, and has not since the date of the certificate suffered from any injury, disease or illness causing an incapacity to work of more than three days' duration. When the pressure exceeds 18 pounds the workman must have been examined within the previous four weeks and certified fit for employment.



If a workman has had no experience in compressed air work, his medical examination must include a test under pressure in the medical lock before he commences work. He must also be re-examined at the end of the first shift.

The regulations also contain provisions designed to ensure that compressed air workers are not so employed when they are ill. In this respect, any compressed air workman who is suffering from a cold in the head, a sore throat, ear-ache or other ailment likely to make him unfit for this work, or who has been absent for more than 10 consecutive days, must immediately report this fact to his employer or the appointed physician. He may not be employed in compressed air until he is examined and certified fit.

The appointed physician may, for a stated period, certify a worker fit for work under pressure not exceeding a specified maximum, and subject to re-examination at the end of the period. He may also vary or revoke any current certificate concerning the fitness of a person for employment in compressed air.

In cases where work in compressed air is urgently required to be done and the appointed physician is not available to examine a worker, any physician may make the examination, but the employer must notify the Board of the reasons and arrange for his re-examination as soon as the appointed physician is available.

The employer is required to supply each workman employed in compressed air at a pressure exceeding 18 pounds with an identification label, stating that he has been employed in compressed air and giving current information as to the location of the medical lock near his place of employment. The employer is also under obligation to inform all general hospitals in the locality that compressed air work is being done at a certain site, and to give the names, addresses and telephone numbers of the appointed physicians. On completion of the work, the employer must notify the hospitals to this effect.

The regulations set out requirements with respect to medical locks, specifying that they must be provided and maintained where the pressure in a working-chamber normally exceeds 18 pounds per square inch. They must be used solely for the treatment of compressed air workmen, have not less than five feet clear head room at the highest point, have two compartments, be adequately ventilated, heated and lighted, and be kept clean.

In regard to equipment for medical locks, there must be provided a couch at least six feet in length, blankets, food lock, efficient means of verbal and non-verbal communication between the inside and outside of the lock and between the two compartments, and suitable windows.

The medical lock must be ready for immediate use and, when any workman is employed in compressed air, be continually in charge of a person competent to deal with any workman suffering from ill effects of compressed air. No workman may enter a medical lock under pressure for examination, diagnosis, or treatment, except at the direction of an appointed physician.

The provisions in connection with the compression and decompression of workmen have undergone important changes. One of these changes concerns permissible working time under compressed air. In this regard, the duration of shifts and maximum total working time allowed in a 24-hour period are no longer specified. With respect to decompression, requirements are set out concerning the normal procedure, phase decompression (where a workman may be employed at a higher, then a lower pressure during the same working period), and decanting (where a workman is rapidly decompressed in a man-lock to atmospheric pressure, promptly recompressed rapidly in a separate decompression chamber and then decompressed gradually to atmospheric pressure).

The regulations contain three special tables relating to the decompression of workers, one of which pertains to normal decompression, and two others used in conjunction with the first table for phase decompression. A major change with respect to decompression standards is made in the current regulations in that both pressure and the working period are taken into consideration in computing decompression times. Formerly, pressure alone was used as the basis for determining decompression times.

### Manitoba Hydro Act

Revised regulations respecting the standards of wiring and other electrical facilities, recently issued under the Manitoba Hydro Act, were gazetted on June 10 as Man. Reg. 30/61, repealing Man. Reg. 9/59 (L.G. 1959, p. 294). They apply to the area in which power is supplied by the Manitoba Hydro-Electric Board, formerly by the Manitoba Power Commission.

The Canadian Electrical Code, Part I, Seventh Edition, as amended by these regulations, is again adopted as standards gov-

erning the construction, installation, maintenance, repair, extension, alteration and use of electric wiring and related facilities.

The main change in the regulations is the addition of a new "Schedule B", substituting more comprehensive provisions relating to wiring permits and fees than those provided in the Code.

### Ontario Highway Traffic Act

Ontario Regulation 123/61, governing the transportation of certain dangerous commodities, has been issued under the Highway Traffic Act. It was gazetted June 3.

The new regulation requires every commercial motor vehicle and trailer transporting on a highway flammable liquid, flammable solid, corrosive liquid, oxidizing material, compressed gas or poison in excess of 2,500 pounds including the weight of the shipping container, to bear on the rear and sides a sign, "dangerous" or, where applicable, "compressed gas" or "poison".

Likewise, every tank truck and tank trailer transporting on a highway any of these commodities must bear on the rear and sides a sign showing the common name of the commodity or one of the following words applicable to it, namely, "flammable", "acid", "corrosive liquid", "compressed gas" or "poison".

Similarly, every commercial motor vehicle and trailer transporting on a highway radioactive material must bear a sign, "radioactive material", on the rear and sides.

The lettering on the foregoing signs must be not less than three inches in height and on a background of sharply contrasting colour. The sign must be removed or covered when the vehicle is not transporting the commodity for which the sign is appropriate.

This regulation does not apply to the transportation of materials to which the Gasoline Handling Act or the Explosives Act (Canada), or regulations made under these Acts, apply.

### Saskatchewan Trade Schools Regulation Act

In Saskatchewan, the general regulations respecting trade schools and the special regulations governing beauty culture and hairdressing trade schools and barbering schools were replaced by new regulations approved by O.C. 928/61 and gazetted June 9. The new regulations made some changes in the provisions respecting security, salesmen and repayment of fees and impose higher registration fees than formerly.

### General Regulations

As before, every person wishing to operate a trade school in the province must register with the Deputy Minister of Education, submitting with the prescribed fee, the particulars specified. The statements as to courses, fees and texts, books and other supplies and equipment must now give details. Also, the certificate from the local medical officer of health and fire chief must certify that the trade school has complied with all building, sanitary, fire and other regulations and that all equipment, machinery and tools used meet all requirements.

Upon registration, the operator may not make any changes in fees, courses, sales circulars, advertisements, certificates or in requirements relating to text books or other supplies and equipment without the approval of the Deputy Minister.

The registration fee has been raised to \$50 for one course and \$25 for each additional course, subject to a maximum fee of \$275.

Under the new regulations, the Deputy Minister may require a keeper or operator of a trade school or any person offering correspondence or home study courses to post up to \$10,000 security in the form of a bond or policy of a surety or bonding company licensed under the Saskatchewan Insurance Act, 1960. Previously, it was mandatory for a keeper or operator to post \$1,000 security in the form of cash, bond or other security approved by the Deputy Minister.

The revised regulations state that no person may sell trade school courses unless he is employed by a registered trade school operator and has been licensed under the Act. Every operator must pay a fee of \$10 in respect of each application for a salesman's licence and for each renewal. The Deputy Minister of Education may refuse to grant a salesman's licence or to renew one if he thinks that the applicant is not a suitable person or he may impose such terms, conditions or restrictions as he deems necessary. When a salesman's services are terminated, the operator must notify the Deputy Minister immediately.

No fee in excess of \$25 may be collected from a student more than three months in advance of the commencement of the course of instruction.

The rules regarding the amount of fees that may be retained by a school if a student does not complete his course have also been changed. In such cases trade school operators may keep only the fees paid for lessons completed and marked, or for the weeks and months of instruction



actually taken, depending on how fees are fixed, plus an additional \$25.

Operators or agents of trade schools are again prohibited from guaranteeing a position to any person. No person may publish any advertisement relating to any trade school without first having obtained the approval of the Deputy Minister. Misleading advertising is also prohibited.

In any trade school, the qualifications of teachers, the standards and methods of instruction, admission requirements, length of courses, maximum enrolment, condition of buildings, suitability of premises and equipment, and safety devices used are subject to the approval of the Deputy Minister or other authorized person. The Deputy Minister must be notified whenever there is any change in the teaching staff or any change of premises.

As previously, every trade school operator is required to submit an annual statistical statement to the Deputy Minister.

The Deputy Minister is again authorized to cancel a registration of a trade school if he finds that its equipment and means of instruction are inadequate, that the education and welfare of the students are insuffi-

ciently provided for, that the charges are unreasonable or that any regulations are not being observed.

### **Regulations for Beauty Culture, Hairdressing and Barbering Schools**

The regulations for beauty culture and hairdressing and barbering trade schools are substantially the same as formerly.

In these schools the course of instruction must consist of at least 1,000 hours of instruction, demonstration and practice during a period of six months. The regulations further provide that the courses must include 250 hours of instruction in theory or demonstration of technique by instructors in the case of beauty culture and hairdressing schools and 150 hours in the case of barbering schools.

All such schools must employ at least one instructor for each 15 students. Each instructor must be a qualified operator with at least two years practical experience in the trade.

As before, schools are required to keep accurate attendance records and no person may receive a certificate of proficiency without having completed the course of instruction.

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## **Series of Broadcasts on Older Worker Problem Begins Next Month**

A series of six weekly radio broadcasts dealing with various aspects of the social and economic problem of the older worker will be carried this autumn by the Labour Department's weekly radio program "Canada at Work". The series will run from the week beginning September 24 to the end of the week beginning October 29 and will be carried by some 80 radio stations from coast to coast.

The opening broadcast will be a talk by Hon. Michael Starr, Minister of Labour, who will introduce the series by describing the problem and its social and economic implications. He will explain how discriminatory attitudes can arise and how harmful they can be, both to the individual and the community at large.

The other five broadcasts will be by competent authorities in their respective fields. The date, speaker and subject of the five are:

Week beginning October 1, Miss Marion V. Royce, Director, Women's Bureau, De-

partment of Labour, Ottawa, "The Older Woman and the Working World."

Week beginning October 8, A. Andras, Director of Legislation, Canadian Labour Congress, "Retirement Practices and Their Implications."

Week beginning October 15, James L. Clare, Actuarial Consultant, former Professor of Actuarial Mathematics, University of Manitoba, "Do You Support Your Pension Plan—or Does Your Pension Plan Work For You?"

Week beginning October 22, D. K. Grant, M.D., Director of Medical Services, Ontario Hydro-Electric Power Commission, "Occupational Medicine and the Older Worker."

Week beginning October 29, speaker and subject to be announced.

A list of the stations carrying these talks may be obtained by writing to the Information Branch, Department of Labour, Ottawa.

Coming issues of the **LABOUR GAZETTE** will carry summaries of the talks.



# UNEMPLOYMENT INSURANCE

## Monthly Report on Operation of the Unemployment Insurance Act

Statistics\* for May show a decrease in the number of claimants for regular benefits, compared with May 1960. A greater decrease is recorded for initial than for renewal claims. The seasonal benefit period expired in mid-month.

Claimants† for regular benefits totalled 341,000 on May 31, in comparison with 364,300 on May 31, 1960.

On April 28, the claimant count was 713,100, consisting of some 466,400 regular and some 246,800 seasonal benefit claims. Regular claimants thus declined by 125,400 during the month and were 23,300 fewer than at the same date last year; almost 95 per cent of them were males.

Postal claimants accounted for 32 per cent of the total on May 31, virtually unchanged from last year. On April 28, there were 35 per cent postal claimants among the regular claimants.

The volume of initial and renewal claims, at 162,100 during May, was almost 25 per cent below the April total of 209,600. During May 1960 the total was 165,600.

Persons terminating their benefit rights and seeking to re-establish a subsequent benefit period filed between 45,000 and 50,000 initial claims, estimated to be close to 50 per cent of the total. More than 90 per cent of the seasonal benefit claims processed during May belonged in this category and did not represent new separations from employment.

The average weekly estimate of beneficiaries was 563,500 in May, in comparison with 708,200 in April and 560,800 in May 1960.

Benefit payments amounted to \$58.7 million in May as against \$64.5 million in April and \$52.2 million in May 1960.

The interval during which seasonal benefit was operative terminated on May 20 (May 21 in 1960). The claimant count for the end

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants."

of May therefore represents claimants for regular benefit only, whereas April figures include seasonal benefit.

The average benefit payment per week compensated was \$23.68 in May, \$23.98 in April, and \$22.17 in May 1960.

### Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for May showed that insurance books or contribution cards were issued to 3,706,820 employees who had made contributions to the Unemployment Insurance Fund at one time or another since April 1, 1961.

At May 31, registered employers numbered 332,342, a decrease of 52 since April 30, 1961.

### Enforcement Statistics

During May 1961 enforcement officers across Canada conducted 8,253 investigations; 4,079 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions and 174 were miscellaneous investigations. The remaining 4,000 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions\* were begun in 225 cases, 37 against employers and 188 against claimants. Punitive disqualifications as a result of claimants' false statements or misrepresentations numbered 2,459.\*

\*These do not necessarily relate to the investigations conducted during this period.

\*See Tables E-1 to E-4 at back of this issue.

†A claimant's unemployment register is placed in the "live" file at the local office as soon as the claim is forwarded for computation. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. During the seasonal benefit period, claims in process are classed as regular until the computation of their contribution credits indicates otherwise.

## Unemployment Insurance Fund

Revenue received in May totalled \$26,021,228.93, compared with \$22,590,150.58 in April and \$25,187,592.93 in May 1960.

Benefits paid in May totalled \$58,704,100.43, compared with \$64,540,209.48 in April and \$52,213,351.82 in May 1960.

The balance in the Fund on May 31 was \$110,051,922.26; on April 30 it was \$142,734,793.76 and on May 31, 1960 it was \$299,293,511.04.

# Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB-1835, April 28, 1961

*Summary of the Main Facts:* The claimant, married, 35 years of age, filed an initial application for benefit on August 8, 1960, at the National Employment Office in Oshawa, Ontario. He stated in the application that he had worked as a labourer for the B..... Company, Oshawa, from November 1959 to May 20, 1960, and that his reason for separation was: "Went on compensation from 23 May 1960 to 4 July 1960. Unemployed since 4 July 1960—back injury." In regard to the latter, the record contains, *inter alia*, two letters, one dated August 2, 1960, addressed to the claimant by the Workmen's Compensation Board and the other dated August 8, 1960, written to the manager of the Oshawa office of the Commission by Dr. Y....., M.D., of the South Plant Medical Centre of the B..... Company, Oshawa. They read:

August 2, 1960

You have been awarded \$418.24 compensation to July 4, 1960 and final.

We have credited \$275.00 of this amount to your employer to cover advances. A cheque for the balance will be mailed to you.

August 8, 1960

This gentleman states that Dr. X..... examined him on July 4, 1960 and found him capable of doing light work which was unavailable as of that date. He further states that Dr. Z..... of Whitby, Ontario, released him for full duties as of Tuesday, August 2, 1960.

On August 19, 1960, the claimant filed an application to have his claim for unemployment insurance benefit antedated to cover the period from July 3, 1960, to August 7, 1960, for the following reasons:

I was injured 22 May 1960; I was paid sick benefits by the B..... Company until I was awarded compensation and was paid compensation until 4 July 60 (see copy of letter dated 2 August 60). I was capable of doing light work as of the 4 July 1960 (see the B..... Company's Medical Officer's letter d/8 Aug. 60). I feel that I am entitled to U.I. Benefits from 3 July 60 and didn't come into this office as I thought I was still drawing compensation and not entitled to U.I. Benefits.

The insurance officer allowed the claim effective August 7, 1960, but did not approve the antedate thereof, because, in his opinion, the claimant had not shown good cause for

delay in making his claim (sections 46(3) of the Act and 150 of the Regulations).

On September 2, 1960, the claimant appealed to a board of referees on the following grounds:

... I received an injury in the South Plant of the B..... Company on May 21st and was on compensation. I was pronounced fit for a light job on July 4th by an Insurance doctor, and also my own doctor. I reported twice to the B..... Company in order to get a light job and was informed that there were none available. This was on July 4th and 5th. I was told by an official at the Employment Office of the B..... Company to go home and that I would be notified when a job became available that they felt that I could handle. I never received any call.

On August 2nd, 1960, I received a letter from the Compensation Board that I was receiving my final payment from them, which paid me up until July 4th, and I received the final cheque on August 3, 1960.

The basis of my request to have the claim antedated is that I was unaware of the fact that my compensation was being cut off as of July 4th until I received the notification from the Compensation Board on August 2nd...

The board of referees heard the case in Oshawa on October 5, 1960, and by a unanimous decision, allowed the appeal, on the grounds that the claimant had acted in good faith and was of the understanding that the Workmen's Compensation would continue; for that reason he had proved good cause for not filing a claim earlier. The decision reads in part as follows:

... The claimant and his representative, the President of Local 222, UAW, attended the hearing and after the representative explained in detail how this became a compensation case, the claimant and the representative argued that the antedating of this claim should be allowed and the claimant did not receive notice from the Workmen's Compensation Board to the effect that his compensation had been discontinued as of 2nd July, and that this was a final payment. The claimant reiterated that when he was examined on 4th July (see letter dated 8th August 1960, from the B..... Company), he was found capable of doing light work but such work was not available at the plant. However, he did not file, or make application for employment at the local office of the UIC as he was of the firm opinion that compensation would be continued and was quite astonished when he received a letter from the Compensation Board telling him that his compensation was discontinued as of 2nd July 1960. The



letter to the claimant from the Workmen's Compensation Board is dated 2nd August 1960, and was received by claimant on 4th or 5th August 1960 . . .

The insurance officer appealed to the Umpire and stated:

. . . This claimant restricted unduly his chances of obtaining work by his failure to register for work at his local office. He has failed to prove that he was available for work during the period for which he requested antedating and therefore he has not fulfilled one of the conditions imposed by Regulation 150.

In CUB-626 the Umpire refused to disturb the decision of the court of referees who allowed the antedate where the claimant was not notified of the discontinuance of payments of compensation until two weeks after the effective date of discontinuance and there was no further delay in making the claim for benefit. In CUB 1570 the application to antedate was refused for a period which involved 78 working days; the Umpire found that the claimant was not prevented from attending at the local office by circumstances beyond his control nor was it reasonable in the circumstances that the claimant should not so attend as the only reason given for the failure to attend was because of the claimant's impression that he could not collect workmen's compensation and insurance benefit at the same time.

In the instant case the claimant knew that the medical officer had found him (the claimant) to be fit for work on 4 July 1960, and if he were uncertain of his status under the provisions of the Unemployment Insurance Act he should have inquired at the local office . . .

In a statement of observations and representations for consideration by the Umpire, the President of Local 222, UAW, remarked:

. . . There is no question about the fact that, had the claimant been notified by the Compensation Board that his compensation claim was final as of July 4th, the claimant would have filed a claim for U.I. benefits as of July 5th.

The other fact is that, had the claimant filed a claim for benefits when he was declared fit for light work, and received them, and later also received further payments from the Compensation Board, he could have been penalized or prosecuted by the U.I.C. for making false statements when filing his claim . . .

On behalf of the claimant and the interested Union, the Director of Legislation, Canadian Labour Congress, requested and attended an oral hearing before the Umpire, which was held in Ottawa on April 7, 1961. The Unemployment Insurance Commission was represented at the hearing by Messrs. D. Hain and G. Kieffer.

*Considerations and Conclusions*—In decision CUB 1301, which deals with the case of a temporarily disabled claimant who had applied for light work with his former employer only, the Umpire stated:

It is a basic principle under the Act that, to be considered available for work, a claimant must be ready to accept at once any offer of suitable employment, and in no case can the concept of suitable employment be narrowed down to light work for one employer only.

It is evident that, by restricting his availability to light work with the XYZ Railways, which was not made available to him, the claimant, to all intents and purposes, was foregoing all chances of obtaining employment.

In the present case, the record shows that the only attempts made by the claimant to secure work during the entire period covered by his request to have his claim antedated were at the very beginning of this period, viz., on July 4 and 5, 1960, when he visited his former employer's employment office to obtain light work.

Consequently, according to the established jurisprudence, the claimant was not available for work during the period in question, thereby failing to prove that "he fulfilled in all respects the conditions of entitlement to benefit" as required by Regulation 150(1)(a).

The claimant's application to have his claim antedated cannot, therefore, be approved and I so decide.

I consequently maintain the insurance officer's appeal.

#### Decision CUB-1836, April 28, 1961

*Summary of the Main Facts:* The claimant had worked as a labourer for the A..... Company from December 7, 1959, to July 21, 1960, when he was laid off because of a shortage of work.

On August 2, 1960, he made an initial claim for benefit. His first reporting day at the local office was August 15, but he reported on August 12 and explained that he was going away on vacation.

He reported again in person at the Oshawa local office on Monday, August 22, and stated that he had returned home on Saturday August 20, 1960.

In a letter dated August 23, 1960, he explained that on August 2, 1960 (on which latter date he made his initial claim) he had notified the person who interviewed him at the local office of his intention to go away for a vacation and that he had been advised to come to the local office before leaving. He reported to the local office on August 12, 1960, and was advised by the interviewer to send his weekly reports by mail and to report again to the local office in person on return from his vacation. He returned from his vacation on Saturday, August 20 and reported to the local office on Monday, August 22. He requested the payment of benefit in respect of the week of his vacation, stating he had never had trouble with this before. He pointed out that last year he went to Picton for a week and this year he went to Minden.

The insurance officer notified the claimant, by letter, on September 12, 1960, that he



was disqualified from receipt of benefit for the period August 14 to August 20, 1960, on the ground that he had failed to prove he was available for work in that he was away from the area serviced by the Oshawa local office for the purpose of enjoying a vacation.

The claimant appealed to a board of referees contending that he had followed the directions given him by the local office interviewer in regard to the matter of reporting to the local office and yet upon attending the local office on August 22 after just completing his vacation, he was told that he had not been available for work during the period in question and, therefore, would not be paid benefit for that week. He said also that had he been informed by the local office interviewer that by leaving his home area, payment of benefit would be withheld, he would have refrained from taking a vacation.

The claimant and his representative, the President of Local 222, UAW, attended the hearing of the case by a board of referees in Oshawa, Ontario, on October 5, 1960. The decision of the board reads:

... The Board thought it advisable to hear Mr. X— (the local office official who interviewed the claimant on August 12, 1960) on this subject and he did remember giving this information to the claimant. On being questioned whether he, Mr. X—, had said that the claim would be kept alive, he answered in the affirmative. However, so there could be no misinterpretation by what is meant by keeping a claim alive in circumstances of this kind, it would be better if this claimant had been told that he would not be considered available while out of the office area ...

The Board are of the opinion that this claimant thought that he was following instructions and that he would be entitled to benefit for the period in question and again reiterated that he would not have left the local office area had he been aware that he would not receive benefit as receipt of U.I. benefit affects his supplementary insurance benefit. The Board feel that the claimant acted in all honesty and that he was carrying out instructions which would entitle him to receipt of benefit. It was also noted by the Board that this claimant was on holiday, for the week mentioned, in the town of Minden, Ontario, which is approximately 2½ hours drive and had the claimant been notified of employment he could readily have fulfilled the requirements, namely, to be willing and return within 24 hours ...

It is the unanimous decision of the Board of Referees that the claimant has proven that he was available for work from 14th August to 20th August 1960, and his appeal is upheld and the decision of the Insurance Officer is reversed.

The insurance officer appealed to the Umpire and stated:

... The board of referees allowed the claimant's appeal on the following grounds:

- (1) the claimant thought that he would receive benefit by following the instructions given to him by the local office;

- (2) he would not have gone away if he had been aware that payment of benefit would be withheld;
- (3) he had acted in all honesty;
- (4) he could readily have fulfilled the requirements, namely, to be willing and return within twenty-four hours if he had been notified of employment.

The first three grounds invoked by the board to allow the appeal are not pertinent as they do not affect one way or another the question of availability. The instructions of the local office interviewer could permit the claimant to keep his claim alive by reporting as directed but these instructions could not have any effect on the proof of his availability.

The fourth ground invoked by the board, although relating to availability, is not supported by any evidence. The claimant has not shown that he was seeking employment or that he was in any way interested in obtaining work while he was on vacation and he has not even alleged that he was willing and ready to take work while vacationing. To be available for work a claimant must be seeking work and be ready, able and willing to accept immediately any opportunity of suitable employment. Fulfilment of this condition is not in the mind of a person who has gone away to enjoy a vacation. CUBS 218 and 1244 are pertinent and were brought to the attention of the board.

I request that the decision of the board be set aside and that the decision of the insurance officer be re-instated.

In a letter dated January 20, 1961, addressed to the Manager of the Oshawa local office of the Commission the President of Local 222, UAW, made certain observations which he wished the Umpire to consider when dealing with the claimant's case.

In a memorandum dated January 20, 1961, also, the local office interviewer referred to above, stated:

I was asked by the Chairman of the Board if I had advised the claimant to mail in his forms. My reply was that I did not remember this particular claimant, but that the same information was given to every claimant who stated he was leaving on holiday. The Chairman remarked that I could then have told the claimant to mail in his forms, and I replied, "Yes, but that is not all he would be told," but was given no opportunity to elaborate further.

The information I gave to claimants who stated that they would be unable to report as they would be out of town was as follows:

Indicate on your forms in the space concerning your availability, "left on vacation", and indicate the day on which you leave the area. This way we will know that you have not returned to work and your claim will not go dormant (or will be kept alive). Report to this office immediately on your return because your availability will not commence until you again report in person.

On behalf of the claimant and the interested Union, the Director of Legislation of the Canadian Labour Congress, requested an oral hearing before the Umpire, which was held in Ottawa on April 7, 1961, and attended by him. Messrs. D. Hain and G. Kieffer represented the Unemployment Insurance Commission at the hearing.

(Continued on page 836)

# LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

## Wage Schedules Prepared and Contracts Awarded during June

### Works of Construction, Remodelling, Repair or Demolition

During June the Department of Labour prepared 282 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 233 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under the heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

### Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in June for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Defence Construction (1951) Ltd.	5	\$1,261,703.00
Defence Production	142	1,034,848.00
Post Office	8	59,417.12
RCMP	9	110,295.24

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work.

These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classification to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.



(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

## Wage Claims Received and Payments Made during June

During June the sum of \$3,545.44 was collected from eight contracts for wage arrears due their employees arising out of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 75 workers concerned.

## Contracts Containing Fair Wage Schedules Awarded during June

(The labour conditions of the contracts marked (\*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

### Department of Agriculture

*Fort Ellis Marsh N S:* Lewis Legge, construction of dyke, Project NS 106, *St. Mary's Bay Marsh N S:* McCully & Soy Ltd, construction of dykes & drainage works, Project NS 52 *Tufts Marsh N S:* Lewis Legge, construction of dyke, Project NS 117; Beale & Inch Construction Ltd, construction of drainage works, Project NS 117. *Upper Maclean Marsh N S:* Beal & Inch Construction Ltd, construction of dyke & drainage works, Project NS 119, *near Marriott Sask:* Thompson Construction, construction of Cleland Dam, *Oungre Sask:* Larsens' Construction Ltd, construction of Community Project, *near Outlook Sask:* McNamara Construction Western Ltd, processing of concrete aggregate, South Saskatchewan River Project. *Fort Vermilion Alta:* Wesley Creighton & Associates, construction of duplex dwelling & double garage, Experimental Farm. *Lethbridge Alta:* Oland Construction (1959) Ltd, construction of dairy & calf barn, Research Station.

### Atomic Energy of Canada Limited

*Chalk River Ont:* Ottawa Maintenance Ltd, \* painting galvanized sheeting, windows, sash, trim & doors on exterior of Bldgs 411, 418, 419, 495, 496 & 497; Ottawa Building Maintenance Ltd, \* painting interior of receiving & metal storage sections of Central Stores Bldg 457.

### Central Mortgage and Housing Corporation

*Greenwood N S:* Dell Construction Co Ltd, construction of 200 houses & related services (DND 12/60 Air). *Ajax Ont:* A Newman,\* exterior painting of houses. *Barrie Ont:* Walker Painting & Decorating Ltd,\* exterior painting of houses. *Hamilton Ont:* Derela General Contracting,\* construction of retaining wall (FP 6/57); Delmar Contracting Ltd, \* installation of catch basins & connections (FP 8/57). *Kingston Ont:* Fontaine Nursery Farm, site improvement for 71 housing units (FP 4/58). *Petawawa Ont:* C L M Industries Ltd,\* installation of line filters to fire alarm circuits & domestic hot water controls (DND 13/58 phase 1 Army); C L M Industries Ltd,\* installation of line filters to fire alarm circuits & domestic hot water controls (DND 13/58, phase 11 Army). *Sault Ste Marie Ont:* J V Rotterdam, exterior painting of 84 housing units (VR 6/48). *Windsor Ont:* Wilson Tree Service Ltd,\* tree preservation (FP 5/59, phase 1). *Windsor & Essex Ont:* National Painting & Decorating Ltd, exterior painting of 374 housing units. *Regina Sask:* Les Mair & Co, exterior painting of 115 housing units (VR 7/48), *Calgary Alta:* Park & Derochie Decorating Co Ltd, exterior painting of 125 housing units, projects 4 & 4A/48.

### Department of Citizenship and Immigration

*Dauphin Indian Agency Man:* Sawchyn, Kostiuk & Andreychuk, road construction, Pine Creek Reserve. *Norway House Indian Agency Man:* Hudson Bay Plumbing Co Ltd, replacement of domestic hot water boiler & associated work, Cross Lake IRS. *Portage la*



*Prairie Indian Agency Man:* Plains City Electric Co, electrical re-wiring of Portage la Prairie IRS. *Touchwood Indian Agency Sask:* Comfort Plumbing & Heating Ltd, renovations to mechanical services, Muscowequan IRS. *Blockfoot Indian Agency Alta:* C Bolderhey Construction Co Ltd, tile flooring & decorating, Crowfoot IRS. *Edmonton Indian Agency Alta:* St Laurent Construction Ltd, construction of staff residence, Janvier Reserve. *Lesser Slave Lake Indian Agency Alta:* High Prairie Plumbing & Heating Ltd, mechanical revisions & alterations, Joussard IRS. *Saddle Lake Indian Agency Alta:* George Williams Construction Ltd, road construction, Saddle Lake Reserve; Genereux Bldg Sulies, renovation of Goodfish Lake Community Hall, Goodfish Lake Indian Reserve. *Terrace Indian Agency B. C.:* Ellis Hughes Electric Ltd, electrical wiring & construction of diesel electric over land, Canyon City Indian day school; Martin Bros Ltd, installation of domestic water supply system, Kitimat Indian Reserve No. 2. *Yukon Indian Agency Y T:* Acme Painters & Decorators, repairs & improvements to Carcross IRS.

### Defence Construction (1951) Limited

*Greenwood N S:* Wheaton Construction Co Ltd, filling in concrete buttons for argus turn around areas, RCAF Station. *Camp Borden Ont:* Ontario Electrical Construction Co Ltd, installation of electrical distribution system. *Portage la Prairie Man:* Claydon Co Ltd, erection & finishing of prefabricated steel bldg, RCAF Station. *Shilo Man:* Maple Leaf Construction Ltd, paving of loading & parking areas in Camp. *New Westminster B C:* Lickley, Johnson, Palmer Construction Ltd, construction of barracks bldg, HMCS Aldergrove.

### Building and Maintenance

*Barriefield Ont:* Kingston Decorating Ltd, exterior painting of 16 bldgs. *Camp Borden Ont:* Joseph Downey & Son, exterior painting of 239 PMQ's. *Centralia Ont:* Walmsley Bros Ltd, asphalt paving overlay, PMQ roads. RCAF Station. *Kingston Ont:* Quintal & England Ltd, restoring roof of Bldg No. 33, RMC. *St. Catharines Ont:* Moir Construction Co Ltd, replacing flashings & repairing roof & Masonry, Armoury. *Portage la Prairie Man:* Accurate Electrical Contractor, construction of aerodrome lighting facilities; Waterman-Waterbury Co Ltd, heating & ventilating modifications, MSE Bldg, RCAF Station. *Edmonton Alta:* Crown Paving & Concrete Ltd, repairs to asphalt paving & curbs, Griesbach Barracks.

### Department of Defence Production

*Aldershot N S:* Fred T Cleveland, exterior painting of bldgs at Camp. *Cornwallis N S:* M L Foster, exterior painting of various bldgs, HMCS Cornwallis. *Halifax N S:* Grinnell Co of Canada Ltd, alterations & installation of ventilating & fire protection systems in Inflammable Stores Bldg D-57, HMCS Dockyard; Standard Construction Co Ltd, renewal of mastic floor covering with new concrete & installation of electrical duct system in Bldg No S-9, HMCS Stadacona. *Moncton N B:* Rayner Construction Ltd, excavating around perimeter of foundation & removing weeping tile & crushed stones, etc. No. 5 Supply Depot. *Bagotville Que:* Gustave Morin, exterior painting of PMQ's, RCAF Station; Plante & Frere Enr, replacing built-up roof of Bldg No. 87, RCAF Station; Vaillancourt & Boivin Enr, waterproofing of concrete block bldgs, RCAF Station. *Mont Apica Que:* R Morissette & Fils Enr, construction of foundation & pouring of concrete floor, RCAF Station. *Parent Que:* Betteridge & Smith Construction Co,\* construction of concrete pad, RCAF Station. *St. Hubert Que:* Richard-Wilcox Canadian Co Ltd, replacing rolling steel doors, hangar No 7, RCAF Station. *Ste Therese Que:* Houle & Frere Inc, repairs to lightning arresters, Permanent Magazines, No 4 Works Coy, RCE, Bouchard Detachment. *Centralia Ont:* Cornell Construction Co Ltd, sand sealing of station roads. *Guelph Ont:* Cardinal Painting & Decorating Co Ltd, painting & repairing Armoury. *Fort Churchill Man:* Trevi-Tile Co, resurfacing floor in officers' mess kitchen. *Neepawa Man:* Bridge & Tank Western Ltd, replacing tubes & tube sheets in hot air furnace, drill hall. *Dundurn Sask:* Canada Catering Co Ltd, catering. *Canoe Lake Alta:* Foundation Co of Canada Ltd,\* installation of observation windows in quadrant bldgs. *Lancaster Park Alta:* J Mason & Son Ltd, painting interior of bldgs, RCAF Station, Namao. *Penhold Alta:* Border Paving Ltd, construction of asphalt roadway & concrete curbing, RCAF Station. *North Jerico B C:* Helge Harvest Painting Co Ltd, interior painting of houses, 2nd Ave & Discovery St. *Prince Rupert B C:* Eby & Sons Ltd, replacing floor beams & erecting concrete footings, HMCS Chatham. *Vernon B C:* Postill & Son, asphalt paving, Sub-Detachment.

### Department of Justice

*Dorchester N B:* La Construction Acadienne Ltee, interior completion of industrial shops bldg C-18, Dorchester Penitentiary; La Construction Acadienne Ltee, construction

of farm camp type "A" bldg No F-58, Dorchester Penitentiary. *Stony Mountain Man*: Peter Leitch Construction Ltd, construction of farm camp type "A" bldg No F-34, Manitoba Penitentiary.

### Department of Mines and Technical Surveys

*Victoria B C*: Yarrows Ltd,\* repairs of CHS Wm J Stewart.

### National Harbours Board

*Halifax N S*: Standard Construction Co Ltd, reconstruction of trucking ramp; Purdy Bros Ltd, replacement of landside steel doors, shed 22. *Saint John N B*: E F Andersen, construction of rest room facilities, Pier 2-3 extension. *Montreal Que*: J D Stirling & Walsh Canadian Construction Co Ltd, construction of wharf extension, Sections 65 to 68; Louis Donolo Inc, construction of Toll Plaza & Administration Bldg, Section 4, Champlain Bridge. *Vancouver B C*: Burns & Dutton Concrete & Construction Co Ltd, installation of flax cleaners, No 3 Elevator.

### Department of Northern Affairs and National Resources

*Halifax N S*: Scotia Sprinklers Ltd, supply & installation of sprinkler system in Old Town Clock, Halifax Citadel; Enterprise Stoves Ltd, \* installation of heating system for Old Town Clock, Halifax Citadel. *Louisbourg N S*: Barrington & Vokey, \* replacement of copper roof sections for Museum Bldg & custodian's residence at Fortress. *Riding Mountain National Park Man*: Minnedosa Plumbing & Heating Ltd, \* installation of heating systems in toilet & shower bldgs. *Prince Albert National Park Sask*: Arthur George Lanz, road work on Crean Lake Road & Waskesiu Highway. *Jasper National Park Alta*: Brent Construction Co Ltd, construction of Medicine Lake-Maligne Lake Road.

### Department of Public Works

*Burnt Island Nfld*: Diamond Construction (1955) Ltd, wharf reconstruction. *Channel Nfld*: Saunders, Howell & Co Ltd, construction of federal bldg. *Codroy Nfld*: T C Gorman (Nova Scotia) Ltd, construction of breakwater & harbour improvements. *St. Bernard's Nfld*: Babb Construction Ltd, breakwater reconstruction. *Charlottetown P E I*: Curran & Briggs Ltd, sea wall extension. *Prince Edward Island National Park P E I*: Jerome O'Brien, seeding, Gulf Shore Road from Brackley Point Road to West end of Rustico Island. *Souris P E I*: L E Wellner Jr, wharf acquisition & reconstruction. *Comeauville N S*: Joseph S Surette, breakwater improvements. *Inglwall N S*: Chisholm Construction Co Ltd, harbour improvements. *Halifax N S*: Fundy Construction Co Ltd, quay wall repairs, HMC Dockyard; Cambrian Construction Ltd, construction of bldg for Queen's Printer. *Osborne N S*: Shelburne Contracting Ltd, wharf repairs. *West Baccaro N S*: Mosher & Rawding Ltd, harbour improvements. *Island River N B*: J W & J Anderson Ltd, wharf extension. *St. Martin's N B*: R L Galbraith, wharf repairs. *Shippegan N B*: Tracy Construction Inc, harbour improvements. *Anse au Griffon Que*: Perimo Construction Inc, harbour improvements. *Beauharnois Que*: Giard Construction Co Ltd, construction of federal bldg. *Farnham Que*: P Baillargeon Ltee, construction of retaining wall. *Fort Chimo Que*: The Tower Co (1961) Ltd, construction of nursing station. *Natashquan Que*: Landry Construction, concrete pavement at wharf. *Pointe au Loup Que*: Perimo Construction Inc, breakwater improvements. *Port St Francois Que*: Rolland Lemire, construction of protection works. *Rimouski Que*: Jean Marie Boucher, construction of shed. *Riviere au Renard Que*: Perimo Construction Inc, repairs to protection works; Clement Dumaresq, fishing harbour repairs. *Roberval Que*: Wilfrid Gagnon, alterations to UIC space, federal bldg. *St Andre de Kamouraska Que*: Jean-Baptiste Rioux, wharf repairs. *Carleton Place Ont*: M Sullivan & Son Ltd, construction of WSAC Bldg. *Goderich Ont*: Dean Construction Co Ltd, pier reconstruction. *Hamilton Ont*: Wilchar Construction Ltd, additions & alterations to Terminal "A". *Ottawa Ont*: Stanley G Brookes, re-lighting of main library, reading room & adjoining offices, Supreme Court Bldg; Shore & Horwitz Construction Co Ltd, construction of UIC Bldg; Wm D'Aoust Construction Ltd, construction of translators' booths, Senate Chamber; Perini Ltd, construction of Administration Bldg, Tunney's Pasture, Dept of National Health & Welfare; P E Brule Co Ltd, construction of DPW district office bldg, Plouffe Park; Proulx Electric, electrical alterations, RCMP Barracks bldg, 31 Spadina Ave. *Rondeau (Erieau) Ont*: Ruliff Grass Construction Co Ltd, breakwater repairs. *Dauphin Man*: Louis Ducharme & Associates Ltd, construction of dormitory bldg & laundry addition to school, Dauphin Indian Agency. *Gimli Man*: Nelson River Construction Ltd, construction of breakwater. *Regina Sask*: Rapistan Canada Ltd, installation of forward parcels primary sorting equipment, Post Office. *Banff National Park Alta*: Bill Hopps & Co Ltd, painting &



minor repairs to structures on Trans-Canada Highway. *Edson Alta*: Watson (Tosfield) Ltd, construction of RCMP detachment quarters. *Lacombe Alta*: Fraser & Rice Construction Ltd, construction of federal bldg. *St Albert Alta*: Robert Holzer Construction, construction of post office bldg. *Co-op Bay (Egmont) B C*: Greenlees Piledriving Co Ltd, float extension. *Matilda Creek B C*: T Gibson, approach & float repairs. *Sea Otter Cove & San Josef Bay B C*: Pacific Piledriving Co Ltd, construction of additional mooring buoys. *Yoho National Park B C*: General Construction Co Ltd, bituminous concrete pavement, Mile 0 to 16, Trans-Canada Highway. *Enterprise N W T*: Park Bros Ltd & Bain Bros Construction Ltd, reconstruction of MacKenzie Highway, Mile 25 southerly to Mile 51. *Fort Providence N W T*: Territorial Expeditors Ltd, construction of wharf. *Yellowknife N W T*: Frenchy's Transport Ltd, construction of Yellowknife River Bridge approaches; Lanky Exploration & Development Ltd, alignment improvements, Mile 1-2, Airport Road. *Flat Creek—Eagle Plain Y T*: Pembina River Construction Ltd, grading & culverts, Mile 62-74, Development Road.

### Contracts Containing the General Fair Wages Clause

*St John's Nfld*: Canadian Ingersoll Rand Co Ltd, construction of pneumatic drilling rig for Drillboat 401. *Cape St Mary's N S*: Trask & Shaw Ltd, dredging. *Carleton Village N S*: Shelburne Contracting Ltd, dredging. *Digby N S*: Eric Van Tassel, construction of pedestrian ramp, federal bldg. *Liverpool N S*: Harbour Development Ltd, dredging. *Trout Cove N S*: Shelburne Contracting Ltd, dredging. *Shippegan N B*: Verreault Navigation Inc, dredging. *Bonaventure Que*: Gilles Forest, installation of lock boxes, federal bldg. *Havre Aubert Que*: McNamara Marine Ltd, dredging. *Ile aux Noix Que*: Armand Barriere, wharf raising. *Mont Louis Que*: Horace Lemieux, wharf repairs. *Montreal Que*: Honeywell Controls Ltd, preventative maintenance contract on automatic controls, National Film Board Bldg. *Rock Island Que*: Wm Lavallee Construction Ltd, alterations to Post Office bldg. *Vercheres Que*: Les Entreprises Sorel Engrs, repairs to lighting system. *Beamsville Ont*: Stork Construction, installation of lock boxes, Post Office. *Cobourg Ont*: Cobourg Construction Ltd, waling repairs. *Collingwood Ont*: Ontario Marine & Dredging Ltd, dredging. *Grant's Landing Ont*: L R Brown & Co, wharf repairs. *Kingsville Ont*: Russell Construction Ltd, dredging. *Ottawa Ont*: John A Hoskins, repairs to 30 Lydia St; Normand Construction, alterations to No 6 Temporary Bldg; A Lancot Construction Co Ltd, repairs to RCMP Bldg; Beaudoin Construction Ltd, installation of metal partitions, Jackson Bldg; McAuliffe-Grimes Ltd, alterations to 40 Lydia St; M Phaland Construction alterations in Board Room, Hunter Bldg; Rene Cleroux, plumbing repairs, Neatby Bldg, CEF; H H Popham & Co Ltd, installation of metal partitions, 615 Booth St; Picco & Kolman, repairs to East Block; Fixit Household Services Ltd, modifications to boilers, boiler room, Cartier Square; Glebe Electric Ltd, improvement to lighting system, Connaught Bldg; Decoration Raymond, redecoration of basement, Mackenzie Bldg; Stanley G Brookes, installation of buzzer system, laboratory, CEF; Superior Propane Ltd, alterations to various bldgs, Tunney's Pasture; Doran Constrluction Co, alterations to Dairy Research Bldg, CEF; A G Reed, improvement to lighting system, Postal Terminal Bldg; Otis Elevator Co Ltd, elevator modifications, 514 Sussex St; Potter Bros & Co, installation of window air conditioning unit, No 5 Temporary Bldg; Stanley Sulphur Construction Co Ltd, alterations to RCMP Headquarters; J R Statham Construction Ltd, alterations to Confederation Bldg; Roland Lariviere, structural alterations to Trade & Commerce Bldg; Shore & Horwitz Construction Co, renovations to No 3 Temporary Bldg. *Parry Sound Ont*: Lloyd Parrick, alterations to federal bldg; Darlington Construction, wharf repairs. *Port McNicoll Ont*: Ontario Marine & Dredging Ltd, dredging. *St Williams Ont*: Marine Service & Contracting Ltd, dredging. *Tobermory Ont*: E D Kalfleisch & C Whicher, repairs to glance booms. *Toronto Ont*: R W H Binnie Ltd, alterations to Arthur Meighen Bldg; Otis Elevator Co Ltd, installation of security locks, Mackenzie Bldg; McNamara Marine Ltd, dredging. *Wolfe Island Cut Ont*: McNamara Marine Ltd, dredging. *Winnipeg Man*: Building Mechanises Ltd, alterations to federal bldg. *Chemainus B C*: Pacific Piledriving Co, float renewal. *Fraser River B C*: British Columbia Bridge & Dredging Co Ltd, dredging. *Vancouver B C*: Burrard Dry Dock Ltd, overhaul of Dredge PWD 322 & auxiliary craft.

### St. Lawrence Seaway Authority

*Cote Ste Catherine Que*: B & D Transport Ltee, construction of access road from Highway 9C to Cote Ste Catherine wharf & back-filling portion of wharf. *Montreal Que*: Frost Steel & Wire Co (Quebec) Ltd, supply & erection of chain link fencing at Jacques Cartier Bridge & Cote Ste Catherine Lock. *Cardinal Ont*: Roads Resurfacing Co Ltd, paving of causeway. *St Catharines Ont*: Stewart-Hinan Corporation Ltd, construction of linemen's bldgs at Locks 1, 2, 4, 5 & 6, Welland Canal.



## Department of Transport

*Gull Island Nfld:* J J Hussey Ltd, construction of single dwelling & double bungalow & demolition of existing dwelling. *Peckford's Island Nfld:* Davis Construction Ltd, construction of double bungalow, combined fog alarm bldg & light tower & demolition of existing bldgs. *Cape Spencer N B:* Ralph Chouinard, construction of two single dwellings & demolition of assistant lightkeeper's dwelling. *Bird Rocks, M. I, Que:* J M Cote, construction of combined fog alarm & radio beacon bldg. *Montreal Que:* The Highway Paving Co Ltd, extension & strengthening of runway 06L-24R & surface treatment of runway 10-28, International Airport. *Quebec Que:* Arno Electric Reg'd, construction of LI lighting for approaches 12 & 30 & taxiway extension, Airport. *Sherbrooke Que:* Newton Construction Co Ltd, construction of transmitter bldg & related work. *Collingwood Ont:* Collingwood Shipyards, \* construction of twin screw passenger & cargo vessel. *near Lakefield Ont:* Stanley R Leeper, construction of two lockmaster's dwellings at Locks No 22 & 24. *Malton Ont:* Dufferin Construction Co Ltd, paving of service roads, Airport; K J Beamish Construction Co Ltd, construction of concrete taxiways & gravel roadways to new hanger area, Airport (Millard & Sanderson Acfield). *North Bay Ont:* Curran & Briggs Ltd, construction of terminal area roads & car park, Airport. *Owen Sound Ont:* Russel Bros,\* construction of twin screw diesel engine supply & buoy vessel. *near Port Rowan Ont:* Backus Construction Co Ltd, construction of frame dwelling at Long Point lightstation. *Sault Ste Marie Ont:* Towland Construction Ltd, construction of car parking area & service roads, Airport Matthews Concrete Ltd, installation of water supply & sewage disposal system for terminal area. *Lynn Lake Man:* Tallman Construction Co Ltd & Simkin's Construction Co Ltd, construction of garage, relocation of staff dwellings & related work. *The Pas Man:* Lamb & Murray, installation of LI lighting, approach No 30, Airport. *North Battleford Sask:* Larry's Electric Ltd, installation of LI lighting, approach No 12, Airport. *Edmonton Alta:* Remi Berube, discing, floating, etc of areas adjacent to runway 01-19 & 11-29 & related work. *International Airport;* McRae & Associates Construction Ltd, construction of NDB bldg & related work at Coulee. *Fort McMurray Alta:* Poole Construction Co Ltd, construction of garage, relocation of staff dwellings & related work. *Abbotsford B C:* Deitcher's Construction, construction of ILS localizer, glide path, middle marker bldgs & related work, Airport. *Addenbroke Island B C:* McGinnis Construction Ltd, construction of single dwelling. *Boat Bluff B C:* J H Todd & Sons Ltd, construction of single dwelling, Lightstation. *Bull Harbour B C:* Quinney & Fuller Construction Ltd, construction of radio control bldg & related work. *Fort St John B C:* Electric Power Equipment Ltd, construction of airport lighting facilities including LI lights on approach 11. *Hope B C:* Frank's Sheet Metal & Plumbing Ltd, renewal of water system, Airport. *Fort Smith N W T:* Fort Smith Construction, construction of extension to hydrogen generator & balloon inflation bldg & related work. *Norman Wells N W T:* Byrnes & Hall Construction Ltd, construction of garage & related work. *Resolute Bay N W T:* The Tower Co (1961) Ltd, prefabrication & erection of mess & recreation bldg, laboratory bldg & related work. *Yellowknife N W T:* Poole Construction Co Ltd, construction of garage & related work. *Mayo Y T:* Ewing Transport development of NDB site & related work.

## Decisions of Umpire

(Continued from page 830)

**Considerations and Conclusions:** In Decision CUB 126, the Umpire stated: "It is not the intent of the Act to allow benefit to be paid to insured persons when they are on voluntary vacation."

By his own admission, the claimant in the present case was on vacation during the period August 14 to August 20, 1960. Moreover, he has adduced no evidence to show that he made or even intended to make any search for employment during that period. In view of the foregoing circumstances, I

consider that he has failed to prove that he was available for work during the said period. I consequently decide to allow the insurance officer's appeal.

I must add that the claimant's absence from the local office area during the period in question was not a consideration in reaching my decision, which decision would have been the same had he stayed in Oshawa and taken a vacation at that particular time. Therefore, the conversation which allegedly took place between him and the local office employee when he visited that office on August 12, 1960, had no bearing whatsoever on the point at issue.

## PRICES AND THE COST OF LIVING

### Consumer Price Index, July 1961

The consumer price index (1949=100) remained unchanged at 129.0 between June and July 1961\*. Seasonally higher prices within the food component and a slight increase in the health and personal care component were offset by declines in the clothing, transportation, and recreation and reading components. The housing, and tobacco and alcohol indexes remained unchanged over the period.

The food index increased 1.1 per cent to 124.9 from 123.5 due primarily to seasonally higher prices for most fresh vegetables and eggs. Increased prices for some meat items and coffee were also recorded. The increases were partially offset by lower prices for a variety of fresh fruit items, particularly oranges, grapes and strawberries.

The housing component remained unchanged at 132.9 over the period. A slight increase in the shelter index was balanced by a similar decline in the household operation index. Both the rent and home-ownership sub-groups advanced slightly due to increased repair prices and in the latter sub-group prices were higher for new houses.

Within household operation, the home furnishings index declined as a result of lower prices for most appliances and furniture items, carpets and cotton sheets. Prices of dishes and glassware increased, however. The household supplies and services index advanced slightly, with higher prices for toilet paper, floor wax and household help.

The clothing index moved down 0.3 per cent from 112.5 to 112.2, as slightly lower prices were recorded for men's wear and more significant declines occurred in women's wear and piece goods. The decrease was primarily due to sale prices for men's suits, women's street dresses and spring coats, and dress material.

A decline of 1.8 per cent occurred in the transportation index which moved to 138.7 from 141.2, as a result of reductions in automobile prices. The removal of the excise tax on passenger cars combined with normal seasonal price declines appreciably lowered the index for automobile purchase. The price of gasoline advanced slightly over the period.

\*See Table F-1 at back of book.

The health and personal care index moved up fractionally from 155.0 to 155.1, an increase of 0.1 per cent. The health care component was unchanged over the period, while the index of personal care supplies increased 0.2 per cent.

The recreation and reading index declined 0.5 per cent to 145.0 from 145.8. The decrease was due to the recreation component in which prices of television sets and radios declined seasonally. The tobacco and alcohol index remained unchanged at 115.8.

### City Consumer Price Indexes, June 1961

Consumer price indexes for 10 regional cities (1949=100) remained unchanged in four centres between May and June 1961; four indexes increased and two declined†.

Increases were 0.3 per cent in St. John's and Montreal and 0.1 per cent in Winnipeg and Saskatoon-Regina; Saint John, Ottawa, Toronto and Edmonton-Calgary showed no change. Declines were recorded of 0.2 per cent in Halifax and of 0.5 per cent in Vancouver.

Increases in the food indexes were common to five cities, ranging from 0.2 per cent in Edmonton-Calgary to 0.7 per cent in St. John's, Ottawa, and Saskatoon-Regina. Indexes in the other five cities declined, with decreases ranging from 0.1 per cent in Toronto to 1.6 per cent in Vancouver.

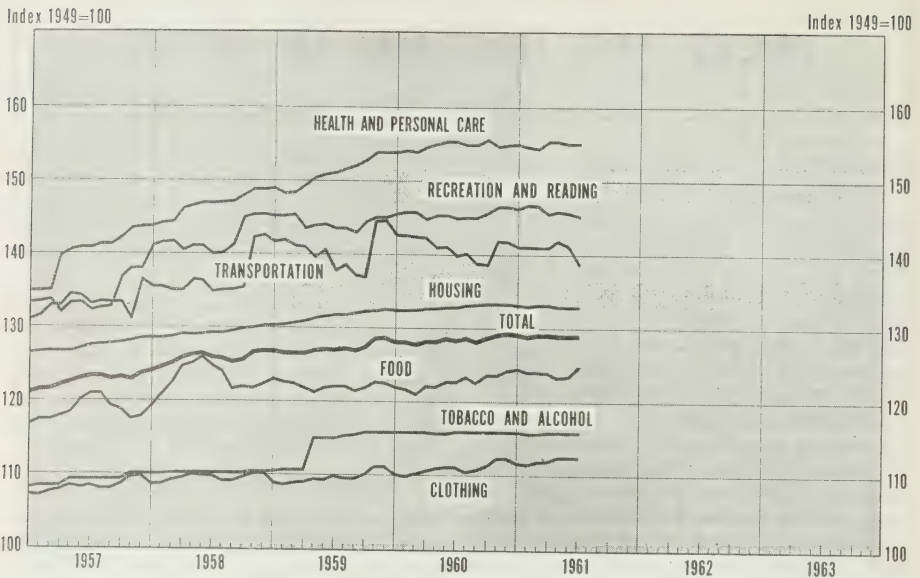
The shelter group index advanced in five cities, remained unchanged in three and declined in two. Clothing indexes were up in three cities, unchanged in four, and down in three. In the household operation group, six cities registered an increase, two recorded declines, and two remained unchanged. Other commodities and services indexes were higher in two cities, lower in two, and unchanged in the remaining six.

Regional consumer price index point changes between May and June were as follows: Montreal +0.4 to 128.3; St. John's +0.3 to 117.0\*; Winnipeg +0.1 to 126.7; Saskatoon-Regina +0.1 to 124.7; Vancouver -0.7 to 128.4; Halifax -0.2 to 127.8. Saint John, Ottawa, Toronto and Edmonton-Calgary remained unchanged at 129.7, 129.0, 130.2 and 124.2 respectively.

†On base June 1951=100.

\*See Table F-2 at back of book.

## CONSUMER PRICE INDEX



### Wholesale Price Index, May 1961

Canada's general wholesale price index (1935-39=100) rose to 231.3 in May, 0.2 per cent higher than in April but 0.1 per cent below May 1960.

Two major group indexes were higher and five were lower in May than in April; the iron products group index remained unchanged at 259.1.

The non-ferrous metals group index advanced 2.1 per cent in May, to 178.3 from 174.7 in April, mainly because of increases in prices for copper, copper products, and tin.

The non-metallic minerals group index declined 0.4 per cent to 183.8 in May from 184.5 in April, due to lower prices for clay and allied products and for petroleum products.

Principal causes for the 0.7 per cent increase in the textile products group index were higher prices for raw cotton, worsted and wool cloth, and worsted yarns; the index went up to 234.4 from 232.8.

Decreases of 0.2 per cent or less occurred in the following four major group indexes; vegetable products to 200.2 from 200.6; chemical products to 187.8 from 188.0; animal products to 250.8 from 251.0; and wood products to 302.2 from 302.3.

### U.S. Consumer Price Index, June 1961

The United States consumer price index (1947-49=100) rose 0.2 per cent to 127.6 in June, a record for any month. The previous peak for the index was 127.5, reached last December. However, the June rise did not disturb the basic stability of the index and did not cut into the purchasing power of the average factory worker.

The U.S. Bureau of Labor Statistics attributes the increase to price increases for fresh fruit and vegetables, in short supply at the time, and to higher prices for used cars, West Coast gasoline, and housing items.

Last month's index was 0.9 per cent higher than in June 1960, mainly because of a 2 per cent rise in costs of services; home repairs, hospitalization and surgical insurance, doctors' fees and public transportation fares also contributed to its rise over the year.

### U.K. Index of Retail Prices, May 1961

The United Kingdom index of retail prices (Jan. 17, 1956=100) rose from 113.3 to 113.6 between mid-April and mid-May. At this level it was 3.3 points above the level of May 1960.



# Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the *LABOUR GAZETTE*. List No. 154

## Canada at Work Broadcasts

The following four talks were sponsored and published by the Federal Department of Labour in Ottawa in 1961.

1. HASLAM, PHYLLIS. *The Elizabeth Fry Society*. Pp. 4.

The speaker is Executive Director, Toronto Branch of the Elizabeth Fry Society. She tells about a day's activities in the Toronto Branch of the Society. This organization helps girls and women who have come into conflict with the law.

KIRKPATRICK, A. M. *The John Howard Societies*. Pp. 5.

The speaker is Executive Director of the John Howard Society of Ontario. He tells about the work of the John Howard Societies in helping released prisoners.

3. MACDONALD, J. LORNE. *Social Work and Canadian Welfare*. Pp. 4.

The speaker, Assistant Professor of Social Work of the University of Ottawa, talked about social work as a career.

4. TAYLOR, A. CHARLES. *Farm Safety*. Pp. 4.

A talk about accidents on the farm and how they are caused.

## Economic Conditions

5. CANADA. BUREAU OF STATISTICS. *Private and Public Investment in Canada, 1946-1957*. Ottawa, Queen's Printer, 1959. Pp. 39.

"This publication draws together... the final estimates... that were previously published annually in the reports 'Private and Public Investment in Canada, Outlook', issued by the Dept. of Trade and Commerce.

6. GREAT BRITAIN. TREASURY. *Preliminary Estimates of National Income and Expenditure, 1955 to 1960*. London, HMSO, 1961. Pp. 15.

7. HANSEN, ALVIN HARVEY. *Monetary Theory and Fiscal Policy*. New York, McGraw-Hill, 1949. Pp. 236.

8. UNITED NATIONS. ECONOMIC COMMISSION FOR EUROPE. *Economic Survey of Europe in 1960; Including Studies of Some*

*Problems of Agricultural Development in Europe and the Soviet Union, Europe and the Trade Needs of the Less Developed Countries and Economic Development in Albania and Bulgaria*. Geneva, 1961. 1 vol. (various pagings).

9. U.S. CONGRESS. JOINT ECONOMIC COMMITTEE. *Current Economic Situation and Short-Run Outlook. Hearings before the Joint Economic Committee, Congress of the United States, Eighty-Sixth Congress, Second Session, pursuant to Sec. 5(a) of Public Law 304 (79th Congress)*. December 7 and 8, 1960. Washington, GPO, 1961. Pp. 266.

The witnesses before the Committee were asked to discuss the present economic situation in terms of employment trends, rates of use of capacity, demand, etc., and to suggest ways of improving the economy.

10. U.S. CONGRESS. JOINT ECONOMIC COMMITTEE. *January 1961 Economic Report of the President and the Economic Situation and Outlook. Hearings before the Joint Economic Committee, Congress of the United States, Eighty-Seventh Congress, First Session, pursuant to Sec. 5(a) of Public Law 304 (79th Congress)*. Washington, GPO, 1961. Pp. 725.

Hearings held between February 9 and April 10, 1961.

11. U.S. CONGRESS. JOINT ECONOMIC COMMITTEE. *1961 Joint Economic Report; Report of the Joint Economic Committee, Congress of the United States, on the January 1961 Economic Report of the President, with Minority and Other Views*. Washington, GPO, 1961. Pp. 138.

## Employment Management

12. BRITISH PRODUCTIVITY COUNCIL. *Work Study in Hotels and Catering*. London [n.d., 1960?] Pp. 28.

Contains eleven case studies pointing out how work study has resulted in elimination of waste, reduction of costs and more efficient use of staff in hotels and restaurants.

13. NATIONAL ASSOCIATION OF MANUFACTURERS OF THE UNITED STATES OF AMERICA. INDUSTRIAL RELATIONS DIVISION. *Report on Employment of Mature Workers*. New York, 1960. Pp. 36.

A brief report on the problem of the older workers and a presentation of arguments for hiring them.

14. U.S. BUREAU OF LABOR STATISTICS. *Pension Plans under Collective Bargaining: Normal Retirement, Early and Disability Retirement, Fall 1959*. Washington, GPO 1961. Pp. 53.

An analysis of 300 selected pension plans under collective bargaining.

## Industrial Disputes

15. ROSS, ARTHUR MAX. *Changing Patterns of Industrial Conflict*, by Arthur M. Ross and Paul T. Hartman. New York, Wiley, 1960. Pp. 220.

An analysis of national trends and international differences in strike activity in fifteen countries of North America, Europe, Asia, Africa, and Australia. Two of the findings of the authors are: "a pronounced decline in strike activity throughout the world" and, "those strikes that do occur have been growing much shorter."

16. STRAND, KENNETH THOMSON. *Jurisdictional Disputes in Construction: the Causes, the Joint Board and the NLRB*. Pullman, Washington State University, School of Economics and Business, Bureau of Economic and Business Research, 1961. Pp. 197.

The author attempts to answer these questions: 1. What causes jurisdictional disputes and strikes in the construction industry? 2. How can these jurisdictional disputes and strikes be settled? 3. What attempts have been made to establish a method of settling the disputes? 4. Is the National Joint Board for Settlement of Jurisdictional Disputes in the Building and Construction Industry effective? 5. Is the Taft-Hartley Act effective in helping to settle disputes? 6. Can improvements be made in either the National Joint Board for Settlement of Jurisdictional Disputes or the Taft-Hartley Act?

17. U.S. BUREAU OF LABOR STATISTICS. *National Emergency Disputes under the Labor Management Relations (Taft-Hartley) Act, 1947-October 1960*. Washington, GPO, 1961. Pp. 24.

Gives a chronological account of 17 disputes. Includes information about the Board of Enquiry set up to handle each dispute.

## Industrial Relations

18. AMERICAN MANAGEMENT ASSOCIATION. *Industrial Relations Forum*. New York, 1961. Pp. 100.

Includes discussions on the implications of recent U.S. Supreme Court decisions on the subject of labour-management relations, particularly labour arbitration and management rights, the changing functions of personnel and industrial relations management, compensation and employee benefits policies and practices, and how to tell employees about Electronic Data Processing.

19. FOENANDER, ORWELL DE RUYTER. *Industrial Conciliation and Arbitration in Australia*. Sydney, Law Book Co. of Australasia Pty. Ltd., 1959. Pp. 220, 119.

The author "explains the nature of the regulatory machinery at present operative under the industrial law of the Commonwealth and the individual states, and indicates alternatives to which resort could be made if it were decided to abandon the methods and procedures now followed in Australia."

20. KOLAJA, JIRI THOMAS. *A Polish Factory; A Case Study of Workers' Participation in Decision Making*. Lexington, University of Kentucky Press, 1960. Pp. 157.

A case study of two groups of workers in the weaving department of a textile factory in Lodz, Poland. Tells what happens when a workers' council is set up in the plant.

21. MARSH, JOHN. *Partners in Work Relations; Human Problems in the Industry of the Commonwealth*. London, Industrial Welfare Society, 1960. Pp. 42.

Contents: The Impact of Industrialization on Developing Countries. Personnel Practices in the United Kingdom; 1. Trends in Human Relations and Welfare; 2. Executive Development-Patterns and Practices. The Role of Management Associations in Developing Countries. Some Reflections on the Duke of Edinburgh's Study Conference, 1956. The Road to Management and Worker Co-operation in Indian Industry.

## Industry—Location

The following seven surveys were prepared and published by the Industrial Development Branch, Department of Industry and Development of Alberta in Edmonton in 1960 and 1961.

22. *Village of Bashaw*. July 1960. Pp. 14.

23. *Village of Carstairs*. Rev. July 1960. Pp. 14.

24. *City of Grande Prairie*. Rev. Jan. 1961. Pp. 18.

25. *Village of Holden*. [1960] Pp. 12.

26. *Town of Magrath*. Rev. Sept. 1960. Pp. 12.

27. *Town of Raymond*. Rev. Sept. 1960. Pp. 19.

28. *City of Wetaskiwin*. Rev. Sept. 1960. Pp. 19.

## Labour Organization

29. DEMPSEY, JOSEPH RICHARD. *The Operation of the Right-to-Work Laws; a Comparison between What the State Legislatures say about the Meaning of the Laws and How State Court Judges have applied These Laws*. Milwaukee, Marquette University Press, 1961. Pp. 136.

Right-to-work laws allow the worker the right to join or not join a union. These laws mean that union shop clauses are outlawed in labour contracts. This book discusses how judges have interpreted the law and points out that sometimes state court judges have extended the application of a state Right-to-Work Law beyond a labour contract situation.

30. INTERNATIONAL CONFEDERATION OF FREE TRADE UNIONS. *Report of the 6th World Congress held in Brussels, 3-11 December 1959; Including the Report on Activities and the Financial Reports for 1957-58*. Brussels, 1960. Pp. 654.

31. MEYERS, FREDERIC. *European Coal Mining Unions: Structure and Function*. Los Angeles, Institute of Industrial Relations, University of California, 1961. Pp. 161.

Deals with unions active in the coal mining industries of France, Belgium, West Germany, and Great Britain.

32. POBLETE TRONCOSO, MOISES. *The Rise of the Latin American Labor Movement*, by Moises Poblete Troncoso and Ben G. Burnett. New York, Bookman Associates, 1960. Pp. 179.

33. SHEDD, FREDERICK R. *Political Content of Labor Union Periodicals; an Analysis of 43 Key Union Periodicals representing Major United States and Canadian Industry*, by Frederick R. Shedd & George S. Odiorne. Ann Arbor, Bureau of Industrial Relations, University of Michigan [c1960] Pp. 102.

An analysis in terms of column inches of the political content of 43 leading union periodicals. The topics considered include elections; labor, welfare and general public interest legislation such as civil rights, which would affect union members among others; suggestions on political action that union members might take; legislation and government action affecting economic affairs; foreign affairs; Federal regulatory agencies; other matters effecting union such as featherbedding, air pollution, etc.

## Management

34. BEAUMONT, RICHARD AUSTIN. *Executive Retirement and Effective Management*, by Richard A. Beaumont and James W. Tower. New York, Industrial Relations Counselors, inc., 1961. Pp. 248.

"This study is not designed to support fixed or flexible retirement approaches, but rather to examine the reasons for one or the other, and the actual conditions that seem to support a company's approach one way or the other."

35. QUÉBEC (CITY). UNIVERSITÉ LAVAL. DEPARTEMENT DES RELATIONS INDUSTRIELLES. *Droits de gérance et changements technologiques* [par] Jean-Paul Deschenes [et al.] Québec, Les Presses universitaires Laval, 1960. Pp. 149.

Report of the 15th Congrès des relations industrielles held in Quebec City, April 25-26, 1960.

Partial Contents: Nature et importance des changements technologiques, par Jean-Paul Deschenes. Propriété, responsabilité et droits de gérance, par Gérard Dion. Changements technologiques et négociations collectives, par Jean-Paul Cardin. Arbitrabilité des griefs et changements technologiques, par Jean-Jacques Gagnon. Négociations et arbitrabilité des changements technologiques, par Marius Bergeron. Négociation et arbitrage dans le domaine des changements technologiques, par Marcel Pepin, W. Gordon Donnelly, Yvan Legault [et] Jean Sirois.

36. SOCIETY FOR ADVANCEMENT OF MANAGEMENT. WASHINGTON CHAPTER. *Management in the Scientific Age. Proceedings, 1958 Annual Conference . . . December 11 1958*. Kalamazoo, Mich., W. E. Upjohn Institute for Employment Research, 1961. Pp. 80.

Some of the questions considered by the speakers at this conference were: (1) Under what conditions do scientists, engineers, technicians, and researchers achieve their best

results? (2) How can the science of management contribute to the efficiency of a research organization?

37. U. S. SMALL BUSINESS ADMINISTRATION. *Starting and Managing a Service Station*. Washington, GPO, 1961. Pp. 80.

Partial Contents: Your Station: Finding it, Financing it. How to acquire a Station. Getting the Business started. Keeping Score on Your Business. Managing Your Business. Building for the Future.

## Occupations

38. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Printing Trades*. 2d ed. Ottawa, Queen's Printer, 1960, Pp. 48.

39. DANIELSON, LEE ERLE. *Characteristics of Engineers and Scientists, Significant for their Utilization and Motivation*. Ann Arbor, Bureau of Industrial Relations, University of Michigan, 1960. Pp. 136.

Reports on how engineers and scientists feel about their particular job conditions and company policies and practices and why they feel the way they do.

40. U.S. BUREAU OF LABOR STATISTICS. *Factory Jobs: Employment Outlook for Workers in Jobs requiring Little or No Experience or Specialized Training*. Washington, GPO, 1961. Pp. 26.

Prepared for the vocational guidance of young people in school and for others interested in selecting a field of employment. Contains job descriptions for eight specific factory jobs.

## Royal Commissions

41. CANADA. ROYAL COMMISSION ON GOVERNMENT ORGANIZATION. *First Report on Progress*. April 1961. Ottawa, Queen's Printer, 1961. Pp. 20.

The Royal Commission on Government Organization was set up "to inquire into and report upon the organization and methods of operation of the departments and agencies of the government of Canada and to recommend the changes therein which they consider would best promote efficiency, economy and improved service in the dispatch of public business." The Commission is not holding public hearings but is receiving submissions pertaining to its terms of reference from interested organizations and individuals. This report contains descriptions of 18 projects now being carried out under the auspices of the Commission, and names of the personnel involved in each project.

42. CANADA. ROYAL COMMISSION ON THE AUTOMOTIVE INDUSTRY. *Report*. Ottawa, Queen's Printer, 1961. Pp. 110.

The Commissioner, Professor V. W. Bladen, was appointed "to inquire into and report upon the situation of and prospects for the industries in Canada producing motor vehicles and parts therefor." He made proposals relating to excise tax, sales tax, customs duty, and Canadian content requirements for motor vehicles.



## Unemployment

43. EDITORIAL RESEARCH REPORTS. *Aid to Depressed Areas*, by William B. Dickinson, Jr. Washington, 1960. Pp. 941-958.

Contents: New Effort to help Distressed Areas. Problems in relocating Idle Workers. Self-Help Activities in Depressed Areas. Federal Assistance in Rehabilitation.

44. U.S. CONGRESS. JOINT ECONOMIC COMMITTEE. *Economic Programs for Labor Surplus Areas in Selected Countries of Western Europe*. Materials prepared for the Joint Economic Committee, Congress of the United States. Washington, GPO, 1960 [i.e. 1961] Pp. 15.

During the summer of 1960, Members of the staff of the U.S. Congressional Joint Economic Committee visited Great Britain, Belgium, Denmark, and Sweden to see how those countries handled the problem of labour surplus areas.

## Wages and Hours

45. GARBARINO, JOSEPH WILLIAM. *Wage Escalation and Wage Inflation*. Berkeley, University of California, Institute of Industrial Relations, 1961. Pp. 6.

46. NATIONAL ASSOCIATION OF MANUFACTURERS OF THE UNITED STATES OF AMERICA. INDUSTRIAL RELATIONS DIVISION. *The Issue of the Shorter Work Week*. New York, 1961. Pp. 18.

47. PRINCETON UNIVERSITY. INDUSTRIAL RELATIONS SECTION. *WAGE Behavior in the Postwar Period: an Empirical Analysis*, by William G. Bowen. Princeton, 1960. Pp. 137.

Some of the findings of this study are: "Unemployment and wages are much more loosely related than has usually been assumed; wages have gone up faster at given levels of unemployment in the postwar period than in earlier years; unions appear to have had more pronounced effects on wages in prosperous times than in recessions; [and] industrial concentration appears to be a major factor holding wages up in time of recession."

## Women—Employment

48. BARNES, JOAN. *A Woman's Place; Wider Horizons*. London, Conservative Political Centre, 1960. Pp. 24.

Deals with the changing position of women in Great Britain, their education, their life at home, their employment, voluntary service for women, women in public life, and opportunities and responsibilities.

49. LONDON SCHOOL OF ECONOMICS AND POLITICAL SCIENCE. SOCIAL SCIENCE DEPART-

MENT. *Women, Wife and Worker*. London, HMSO, 1960. Pp. 31.

Summary of a study of married women workers at the biscuit manufacturing plant of Peek Frean Ltd., in Bermondsey, a London borough. The study examined the women's reason for working; how they managed the dual job of housekeeping and working; and their employment record.

50. U.S. WOMEN'S BUREAU. *Suggestions to Women and Girls on Training for Future Employment*. Washington, GPO, 1960. Pp. 11.

51. ZAPOLEON, MARGUERITE (WYKOFF). *Occupational Planning for Women*. [1st ed.] New York, Harper, 1961. Pp. 276.

## Miscellaneous

52. GREAT BRITAIN. COMMITTEE ON CHILDREN AND YOUNG PERSONS. *Report*. London, HMSO, 1960. Pp. 179.

This Committee was appointed to look into and report upon proceedings, and the powers of the courts in respect to juvenile delinquents; the constitution jurisdiction and procedure of juvenile courts; remand homes, approved school and approved probation home systems; and the prevention of cruelty to juveniles, etc.

53. INTERNATIONAL SOCIETY FOR THE WELFARE OF CRIPPLES. *Rehabilitation and World Peace. Proceedings of the 8th World Congress of the International Society for the Welfare of Cripples held in New York, N.Y., August 28th to September 2nd, 1960*. New York International Society for Rehabilitation of the Disabled [1961?] Pp. 433.

54. LONDON, ONT. UNIVERSITY OF WESTERN ONTARIO. FACULTY OF LAW. *Current Law and Social Problems*. [No. 1] Editor: R. St. J. Macdonald. [Toronto] University of Toronto Press [c.1960] Pp. 204.

Contains an article on labour arbitration.

55. NATIONAL MANPOWER COUNCIL. *Education and Manpower*. Edited by Henry David. New York, Columbia University Press, 1960. Pp. 326.

Contains a selection of educational materials from four volumes of the National Manpower Council. The articles deal with secondary, education, vocational education, vocational guidance, and higher education.

56. U.S. BUREAU OF LABOR STANDARDS. *Chemistry for the Safety Man*. Washington, GPO, 1960. Pp. 25.

57. U.S. BUREAU OF LABOR STANDARDS. *Impact of Automation, a Collection of 20 Articles about Technological Change, from the Monthly Labor Review*. Washington, GPO, 1960. Pp. 114.

## Dept. Publishes 1961 Edition of "Labour Organizations in Canada"

At the beginning of 1961, membership of labour organizations in Canada was approximately 1,447,000, a slight decline from the January 1960 total, according to the 50th annual issue of *Labour Organizations in Canada*, just published. Information for the 1961 edition was obtained in the early months of the year from national or international union headquarters, central labour congresses, and independent local organizations active in Canada.

Unions affiliated with the Canadian Labour Congress accounted for 74 per cent of the organized workers. Approximately 7 per cent of union members belonged to affiliates of another central body, the Confederation of National Trade Unions, which until 1960 was known as the Canadian and Catholic Confederation of Labour.

The grand total of 1,447,000 members reported by labour organizations in the 1961 survey was equal to approximately 32 per cent of the estimated total number of non-agricultural paid workers in Canada.

*Labour Organizations in Canada, 1961* is available from the Queen's Printer, Ottawa (Catalogue No. L2-261), at 35 cents a copy.

## Executive Retirement

(Cont'd from page 779)

terms of the ability of corporate managers to bring and hold together the executive group most capable of dealing with new products, machines and methods. This will mean a pattern of executive retirement at a specified age for the majority. It will also require, however, new staffing patterns which will call for individual treatment of some executives, leading perhaps to the early termination of some and to the retention of others.

This study is perhaps the most comprehensive and up to date examination of this important subject available. Included in the many aspects of executive retirement covered in considerable detail are the following: nature of the retirement problem, longevity and health, forces conditioning executive retirement approaches; mandatory retirement policies; flexible retirement approaches, implications of policy, maintaining motivation and morale, transfer of responsibility to successors, influence of retirement age, retention arrangements, voluntary early retirement, early retirement at company initiative, pre-retirement procedures and counselling, retirement policy versus practice, retirement experience in non-industrial organizations, and other interesting aspects.

\**Executive Retirement and Effective Management* by Richard Beaumont and James W. Tower—Industrial Relations Monograph, No. 20 Industrial Relations Counsellors Service, Inc., Canadian Office, 120 Eglinton Avenue, East, \$7.50).

## Report of Board

(Cont'd from page 817)

That the agreement shall call for:

1. Effective January 1, 1961, the following wage adjustments shall be made:
  - (a) an across the board increase of 10.67 cents per hour to all employees.
  - (b) An additional increase, the equivalent of 1 cent per hour be paid and added to the wages of all automatic operators at the maximum.
  - (c) that an additional increase, the equivalent of 1.92 cent per hour be paid and added to all employees at the maximum.
  - (d) that an amount of 5 cents per hour be added to the above amounts, in order to begin to fill the gap between the rates in effect in the United States with those in effect in Canada, and in that way gradually reach the stage of parity in wages and conditions for the Canadian workers with the American employees.
  - (e) that the fringe benefits agreed upon between the parties become part of the new contract. Meaning Saturday premium pay, increase in group life insurance benefits, Hospital medical and surgical and the major medical insurance plan.

Respectfully submitted,

(Sgd.) JEAN PARÉ,  
Member.

Dated Montreal June 6, 1961.

# LABOUR STATISTICS

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## A—Labour Force

**TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED JUNE 17, 1961**

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Canada	Atlantic Region	Quebec	Ontario	Prairie Region	British Columbia
The Labour Force.....	6,592	611	1,824	2,415	1,154	588
Men.....	4,833	464	1,363	1,725	842	439
Women.....	1,759	147	461	690	312	149
14—19 years.....	633	77	210	195	109	42
20—24 years.....	855	88	277	280	144	66
25—44 years.....	2,982	247	827	1,124	511	273
45—64 years.....	1,896	173	465	728	343	187
65 years and over.....	226	26	45	88	47	20
Employed.....	6,222	562	1,685	2,307	1,124	544
Men.....	4,523	420	1,245	1,639	816	403
Women.....	1,699	142	440	668	308	141
Agricultural.....	705	59	142	163	312	29
Non-Agricultural.....	5,517	503	1,543	2,144	812	515
Paid Workers.....	5,034	446	1,391	1,987	750	460
Men.....	3,515	320	989	1,373	500	333
Women.....	1,519	126	402	614	250	127
Unemployed.....	370	49	139	108	30	44
Men.....	310	44	118	86	26	36
Women.....	60	*	21	22	*	*
Persons Not in the Labour Force.....	5,408	597	1,591	1,797	896	527
Men.....	1,143	139	323	354	200	127
Women.....	4,265	458	1,268	1,443	696	400

\*Less than 10,000.



## TABLE A-2—UNEMPLOYED

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	June 1961	May 1961	June 1960
Total unemployed.....	370	457	315
On temporary layoff up to 30 days.....	16	18	15
Without work and seeking work.....	354	439	300
Seeking full-time work.....	332	416	287
Seeking part-time work.....	22	23	13
Seeking under 1 month.....	86	70	85
Seeking 1—3 months.....	101	120	91
Seeking 4—6 months.....	72	141	62
Seeking more than 6 months.....	95	108	62

## B—Labour Income

TABLE B-1—ESTIMATES OF LABOUR INCOME

NOTE: All figures in this table except those for 1956 have been revised. Monthly and quarterly figures may not add to annual totals because of rounding.

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Total			Quarterly Totals <sup>(1)</sup>						
	Mining	Manu- facturing	Trans- portation, Storage and Communi- cation <sup>(2)</sup>	Forestry	Construc- tion	Public Utilities	Trade	Finance Services (including Government)	Supple- men- tary Labour income	Totals (3)
1956—Total....	498	4,586	1,560	371	1,210	239	2,069	3,546	617	14,890
1957—Total....	535	4,838	1,661	336	1,311	277	2,265	3,920	683	16,018
1958—Total....	527	4,828	1,677	270	1,329	298	2,359	4,295	739	16,524
1959—Total....	552	5,103	1,773	288	1,472	316	2,528	4,705	819	17,761
1960—Total....	551	5,200	1,779	326	1,472	327	2,641	5,095	916	18,514
1960—										
May.....	45.1	437.3	149.3	72.0	363.4	81.2	657.0	1,273.6	226.9	1,537.4
June.....	46.7	443.3	152.4	.....	.....	.....	.....	.....	.....	1,590.2
July.....	46.3	435.3	155.0	.....	.....	.....	.....	.....	.....	1,578.9
August.....	46.7	437.9	154.4	88.5	446.7	84.7	663.5	1,282.7	232.9	1,592.3
September....	46.9	442.0	153.2	.....	.....	.....	.....	.....	.....	1,620.7
October.....	45.7	437.5	151.2	.....	.....	.....	.....	.....	.....	1,599.8
November....	45.4	432.3	148.5	91.6	369.9	82.6	685.4	1,319.2	235.5	1,573.7
December....	44.3	422.6	144.7	.....	.....	.....	.....	.....	.....	1,529.4
1961—										
January.....	44.2	420.0	140.5	.....	.....	.....	.....	.....	.....	1,494.3
February.....	44.4	424.4	142.0	62.1	278.7	81.8	656.5	1,327.4	235.7	1,502.3
March.....	44.5	427.1	142.5	.....	.....	.....	.....	.....	.....	1,510.1
April*.....	43.2	431.5	145.4	.....	.....	.....	.....	.....	.....	1,536.2
May†.....	45.6	441.2	151.2	.....	.....	.....	.....	.....	.....	1,586.3

(1) Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

(2) Includes post office wages and salaries.

(3) Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

\*Revised.

†Preliminary.

## C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—at May 1961 employers in the principal non-agricultural industries reported a total employment of 2,765,836. Tables C-4 (every second month) and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage earners in the reporting firms.

(1949 = 100)      (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Year and Month	Industrial Composite				Manufacturing			
	Index Numbers (1949=100) <sup>(1)</sup>			Average Weekly Wages and Salaries	Index Numbers (1949=100)			Average Weekly Wages and Salaries
	Employment	Aggregate Payrolls	Average Weekly Wages and Salaries		Employment	Aggregate Payrolls	Average Weekly Wages and Salaries	
Averages				\$				\$
1955.....	112.9	161.2	142.1	61.05	109.8	159.5	144.4	63.49
1956.....	120.7	182.0	150.0	64.44	115.8	176.8	151.7	66.71
1957.....	122.6	194.7	158.1	67.93	115.8	185.3	159.1	69.94
1958.....	117.9	194.1	163.9	70.43	109.8	182.7	165.3	72.67
1959.....	119.7	205.7	171.0	73.47	111.1	193.3	172.5	75.84
1960								
May.....	118.9	209.8	175.4	75.36	110.6	198.1	176.9	77.80
June.....	122.8	217.7	176.1	75.67	112.1	201.8	177.8	78.16
July.....	121.9	217.8	177.6	76.28	110.2	198.4	177.8	78.18
August.....	123.1	291.0	176.8	75.94	111.7	199.7	176.5	77.62
September.....	123.1	220.7	178.2	76.55	111.6	201.6	178.2	78.37
October.....	121.5	218.2	178.3	76.60	109.6	199.4	179.6	78.95
November.....	119.7	214.5	177.9	76.43	108.1	197.2	180.0	79.16
December.....	114.8	202.4	175.0	75.18	104.1	187.0	177.2	77.92
1961								
January.....	111.6	201.4	179.2	77.00	104.3	191.6	181.1	79.65
February.....	111.0	202.5	181.1	77.80	104.6	193.5	182.5	80.24
March.....	111.1	202.3	180.7	77.64	104.9	194.4	182.8	80.36
April*.....	112.6	206.3	181.8	78.12	105.4	196.7	184.1	80.95
May†.....	116.9	214.0	181.5	77.99	108.3	201.5	183.5	80.70

<sup>(1)</sup> Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

TECHNICAL NOTE—A change has been made in the method of dating the statistics published in Tables C-1 to C-6 to conform with the usual practice of the Dominion Bureau of Statistics. In the past, statistics for the last pay period in a month were labelled "pay period preceding" the first day of the following month. From now on, statistics for the last pay period in a month will be labelled for that month. Another change is that average earnings formerly expressed in cents carried to one decimal place, are now published in dollars and cents.

\* Revised.

† Preliminary.

**TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES**

(1949 = 100) (The latest figures are subject to revision)

Source: Employment and Payrolls D.B.S.

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Apr. 1961	Mar. 1961	Apr. 1960	Apr. 1961	Mar. 1961	Apr. 1960
<b>Provinces</b>				\$	\$	\$
Newfoundland.....	107.4	108.7	106.5	70.63	70.23	67.89
Prince Edward Island.....	111.2	108.9	114.9	59.33	58.98	56.93
Nova Scotia.....	86.6	84.4	87.4	64.20	62.26	62.71
New Brunswick.....	88.7	95.9	90.0	64.47	64.64	63.20
Quebec.....	112.1	110.0	113.6	75.68	75.16	73.33
Ontario.....	114.9	113.7	117.6	80.83	80.45	78.68
Manitoba.....	104.9	103.4	106.7	72.87	72.59	71.09
Saskatchewan.....	116.7	112.9	120.0	73.60	73.29	71.41
Alberta (including Northwest Territories).....	143.7	143.2	145.7	79.44	79.11	76.86
British Columbia (including Yukon).....	108.5	107.5	113.9	86.13	84.83	83.36
<b>Canada.....</b>	<b>112.4</b>	<b>111.1</b>	<b>114.8</b>	<b>78.18</b>	<b>77.64</b>	<b>75.98</b>
<b>Urban Areas</b>						
St. John's.....	117.2	116.0	121.0	57.11	56.82	55.90
Sydney.....	74.2	68.8	72.0	75.12	68.98	76.25
Halifax.....	113.8	115.6	114.0	64.06	64.34	61.62
Moncton.....	99.0	97.9	93.9	60.09	60.56	59.60
Saint John.....	95.4	115.7	100.4	61.93	62.54	60.90
Chicoutimi—Jonquiere.....	108.4	104.2	116.0	97.67	95.19	89.38
Quebec.....	108.2	105.4	109.4	66.72	65.36	63.81
Sherbrooke.....	97.2	97.7	97.4	64.23	63.09	63.75
Shawinigan.....	101.5	101.4	101.5	86.06	84.82	83.83
Three Rivers.....	108.3	102.4	110.9	73.23	69.91	68.68
Drummondville.....	74.9	74.7	74.0	63.49	63.76	61.41
Montreal.....	121.4	118.9	122.3	76.96	76.49	74.74
Ottawa—Hull.....	122.1	119.0	121.1	72.66	71.58	69.66
Kingston.....	115.8	115.2	108.7	77.01	76.75	73.48
Peterborough.....	88.6	87.3	97.4	85.17	84.73	84.06
Oshawa.....	172.0	168.9	185.3	90.45	89.21	92.36
Toronto.....	128.3	126.9	128.9	81.46	81.23	78.82
Hamilton.....	105.6	104.4	112.6	86.80	85.96	84.44
St. Catharines.....	105.1	105.7	109.4	89.10	87.72	85.72
Niagara Falls.....	92.1	90.0	95.8	83.46	83.03	79.17
Brantford.....	81.8	80.9	83.6	75.21	74.40	72.11
Guelph.....	115.7	115.1	122.4	71.35	71.24	70.34
Cal. ....	105.2	105.9	113.9	69.74	69.88	67.15
Kitchener.....	116.8	114.9	120.0	73.19	72.69	71.00
Sudbury.....	146.0	146.6	143.1	91.61	91.28	89.76
Timmins.....	90.5	91.3	91.8	71.29	71.02	68.21
London.....	124.4	122.9	122.2	74.26	73.87	71.23
Sarnia.....	122.4	121.1	125.9	100.53	102.87	101.79
Windsor.....	72.6	72.6	77.9	87.41	87.32	86.74
Sault Ste. Marie.....	135.2	128.8	147.3	99.60	97.93	94.32
Ft. William—Pt. Arthur.....	105.0	95.1	103.3	80.92	77.37	76.18
Winnipeg.....	107.2	105.7	108.5	70.33	69.77	68.09
Regina.....	129.2	125.8	128.2	72.47	72.32	68.85
Saskatoon.....	134.4	129.9	133.3	70.14	69.80	67.27
Edmonton.....	178.5	174.8	179.5	74.11	73.31	72.45
Calgary.....	165.9	166.1	165.0	75.93	75.20	72.45
Vancouver.....	109.0	108.0	114.3	84.39	83.56	81.50
Victoria.....	104.6	107.5	112.7	78.07	76.91	74.86

**TABLE C-4—HOURS IN MANUFACTURING BY PROVINCES**

This table is published every second month



**TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES**

(1949 = 100)      (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Apr. 1961	Mar. 1961	Apr. 1960	Apr. 1961	Mar. 1961	Apr. 1960
				\$	\$	\$
<b>Mining</b> .....	<b>111.5</b>	<b>113.0</b>	<b>113.4</b>	<b>95.11</b>	<b>95.88</b>	<b>94.22</b>
Metal mining.....	130.0	130.3	136.6	96.34	98.47	95.64
Gold.....	70.7	70.2	72.6	77.56	79.44	75.33
Other metal.....	185.3	186.3	196.3	103.02	105.15	102.64
<b>Fuels</b> .....	<b>76.2</b>	<b>82.7</b>	<b>74.2</b>	<b>96.40</b>	<b>94.22</b>	<b>95.99</b>
Coal.....	37.5	34.8	32.5	71.35	62.33	69.97
Oil and natural gas.....	289.1	289.0	253.6	113.02	110.73	110.35
Non-metal.....	130.9	123.5	123.4	87.43	86.75	84.02
<b>Manufacturing</b> .....	<b>105.4</b>	<b>104.9</b>	<b>103.9</b>	<b>80.96</b>	<b>80.36</b>	<b>78.40</b>
Durable goods.....	107.5	107.0	114.6	86.98	86.18	84.27
Non-durable goods.....	103.6	103.2	104.1	75.72	75.30	72.94
Food and beverages.....	104.6	102.7	107.3	72.75	72.99	70.38
Meat products.....	128.6	127.6	132.7	81.02	83.30	78.54
Canned and preserved fruits and vegetables.....	71.1	70.5	78.3	68.55	67.31	65.08
Grain mill products.....	98.4	98.6	102.5	78.74	77.43	75.27
Bread and other bakery products.....	108.3	108.2	110.5	66.80	67.03	66.09
Distilled and malt liquors.....	97.0	94.7	99.0	96.09	98.30	93.04
Tobacco and tobacco products.....	77.9	90.3	77.7	80.87	74.47	77.71
Rubber products.....	96.0	94.0	103.7	82.27	81.39	79.95
Leather products.....	85.7	87.6	81.1	53.84	53.90	50.48
Boots and shoes (except rubber).....	91.9	95.3	87.7	50.58	51.39	47.48
Textile products (except clothing).....	76.7	76.4	76.8	64.10	64.14	62.26
Cotton yarn and broad woven goods.....	69.8	69.6	68.6	60.81	60.53	59.18
Woolen goods.....	59.7	59.1	60.5	60.54	60.46	57.88
Synthetic textiles and silk.....	81.8	81.8	83.4	70.11	71.35	68.62
Clothing (textile and fur).....	89.2	91.0	88.7	50.31	50.42	48.55
Men's clothing.....	90.2	91.5	89.1	49.09	50.24	47.20
Women's clothing.....	98.7	102.7	96.1	52.30	51.88	50.36
Knit goods.....	69.7	70.7	71.1	49.76	48.88	47.92
Wood products.....	97.2	96.2	100.7	70.36	69.37	67.72
Saw and planing mills.....	97.6	97.0	101.0	73.63	72.18	70.34
Furniture.....	105.8	104.8	109.2	66.00	65.60	64.48
Other wood products.....	78.3	75.7	83.5	62.06	62.06	60.79
Paper products.....	120.9	118.6	120.8	96.14	94.17	89.92
Pulp and paper mills.....	121.9	119.4	121.1	104.40	102.05	96.75
Other paper products.....	118.7	116.7	120.0	76.25	75.27	73.47
Printing, publishing and allied industries.....	123.2	123.5	124.1	87.17	86.99	85.11
<b>Iron and steel products</b> .....	<b>101.9</b>	<b>100.8</b>	<b>108.9</b>	<b>91.56</b>	<b>90.90</b>	<b>88.35</b>
Agricultural implements.....	69.9	69.2	79.2	93.02	92.94	88.76
Fabricated and structural steel.....	141.7	145.7	151.4	93.06	93.60	89.71
Hardware and tools.....	98.3	97.3	102.4	82.03	80.65	79.29
Heating and cooking appliances.....	92.1	88.6	97.5	77.62	78.87	75.30
Iron castings.....	87.3	89.1	93.7	86.61	84.40	84.41
Machinery Industrial.....	113.0	111.5	119.4	88.46	88.02	85.38
Primary iron and steel.....	115.4	112.4	125.4	105.80	105.07	100.80
Sheet metal products.....	103.6	100.2	106.6	90.03	89.00	86.35
Wire and wire products.....	108.5	106.7	118.8	92.18	90.76	89.04
<b>Transportation equipment</b> .....	<b>103.2</b>	<b>104.8</b>	<b>112.9</b>	<b>91.49</b>	<b>90.12</b>	<b>89.79</b>
Aircraft and parts.....	257.1	259.8	239.2	95.47	96.44	94.23
Motor vehicles.....	103.2	103.7	115.6	90.04	90.44	90.65
Motor vehicles parts and accessories.....	101.9	101.7	109.3	90.38	88.76	88.61
Railroad and rolling stock equipment.....	53.0	53.7	64.6	81.08	79.47	80.13
Shipbuilding and repairing.....	113.2	120.4	139.1	86.24	79.76	82.64
<b>Non-ferrous metal products</b> .....	<b>122.7</b>	<b>122.6</b>	<b>128.6</b>	<b>92.36</b>	<b>91.87</b>	<b>88.91</b>
Aluminum products.....	135.3	134.0	141.7	90.68	89.69	84.44
Brass and copper products.....	100.6	99.4	102.8	86.72	85.31	84.16
Smelting and refining.....	142.2	142.7	151.0	99.89	99.78	96.43
<b>Electrical apparatus and supplies</b> .....	<b>127.0</b>	<b>126.8</b>	<b>134.6</b>	<b>87.63</b>	<b>86.95</b>	<b>84.13</b>
Heavy electrical machinery.....	96.1	95.9	108.0	95.19	93.99	91.87
Telecommunication equipment.....	208.7	208.9	210.9	88.13	87.56	82.63
<b>Non-metallic mineral products</b> .....	<b>130.4</b>	<b>124.9</b>	<b>139.0</b>	<b>83.44</b>	<b>83.14</b>	<b>79.67</b>
Clay products.....	78.8	75.3	92.7	77.56	76.97	74.78
Glass and glass products.....	149.6	145.9	150.7	80.26	80.83	76.83
<b>Products of petroleum and coal</b> .....	<b>133.3</b>	<b>134.4</b>	<b>135.7</b>	<b>115.06</b>	<b>117.24</b>	<b>117.09</b>
Petroleum refining.....	135.9	137.4	138.9	115.73	117.89	117.80
Chemical products.....	130.9	129.7	133.2	94.04	94.14	90.18
Medicinal and pharmaceutical preparations.....	118.8	117.2	119.8	83.15	83.39	79.98
Acids, alkalis and salts.....	153.4	151.7	149.9	105.10	105.50	102.43
Miscellaneous manufacturing industries.....	132.6	129.9	129.4	72.28	72.40	69.67
<b>Construction</b> .....	<b>106.3</b>	<b>98.0</b>	<b>111.0</b>	<b>82.81</b>	<b>82.03</b>	<b>79.86</b>
Building and general engineering.....	104.6	97.4	109.6	89.92	88.87	87.54
Highways, bridges and streets.....	109.1	99.0	113.5	71.50	70.85	67.71
Electric and motor transportation.....	132.8	130.3	130.9	81.90	82.14	80.18
<b>Service</b> .....	<b>140.8</b>	<b>138.9</b>	<b>140.1</b>	<b>55.62</b>	<b>55.04</b>	<b>53.58</b>
Hotels and restaurants.....	124.2	121.8	126.0	42.45	42.10	41.21
Laundries and dry cleaning plants.....	116.4	114.3	115.3	48.66	47.92	47.83
<b>Industrial composite</b> .....	<b>112.4</b>	<b>111.1</b>	<b>114.8</b>	<b>78.18</b>	<b>77.64</b>	<b>75.98</b>

**TABLE C-5—HOURS AND EARNINGS BY INDUSTRY**

(Hourly-Rated Wage-Earners)

Source: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Apr. 1961	Mar. 1961	Apr. 1960	Apr. 1961	Mar. 1961	Apr. 1960	Apr. 1961	Mar. 1961	Apr. 1960
	no.	no.	no.	\$	\$	\$	\$	\$	\$
<b>Mining</b> .....	<b>41.3</b>	<b>41.6</b>	<b>41.2</b>	<b>2.13</b>	<b>2.14</b>	<b>2.12</b>	<b>87.94</b>	<b>89.18</b>	<b>87.37</b>
Metal mining.....	41.3	42.6	41.4	2.21	2.20	2.19	91.27	93.76	90.78
Gold.....	41.5	43.8	41.9	1.71	1.69	1.67	71.00	74.15	69.96
Other metal.....	41.3	42.1	41.2	2.40	2.41	2.39	99.27	101.45	98.58
Fuels.....	39.9	38.2	38.7	1.96	2.03	2.00	77.97	77.56	77.52
Coal.....	40.6	34.3	38.1	1.72	1.73	1.74	69.91	59.28	66.36
Oil and natural gas.....	38.7	42.3	39.5	2.37	2.29	2.33	91.49	96.65	91.92
Non-metal.....	42.6	41.6	42.9	1.97	1.99	1.88	84.10	82.65	80.60
<b>Manufacturing</b> .....	<b>40.6</b>	<b>40.3</b>	<b>40.5</b>	<b>1.84</b>	<b>1.83</b>	<b>1.79</b>	<b>74.52</b>	<b>73.64</b>	<b>72.37</b>
Durable goods.....	40.8	40.4	40.9	1.99	1.99	1.94	81.20	80.16	79.21
Non-durable goods.....	40.3	40.2	40.1	1.70	1.68	1.64	68.40	67.70	65.60
Food and beverages.....	40.5	40.6	40.4	1.66	1.65	1.60	67.16	67.12	64.47
Meat products.....	40.1	41.5	39.9	1.90	1.89	1.85	76.35	78.66	73.97
Canned and preserved fruits and vegetables.....	39.4	38.6	38.9	1.49	1.46	1.43	58.60	56.37	55.50
Grain mill products.....	42.2	41.9	41.9	1.75	1.74	1.69	73.73	72.94	70.77
Bread and other bakery products.....	41.8	42.2	42.1	1.47	1.48	1.44	61.47	62.26	60.77
Distilled liquors.....	40.3	39.7	39.0	2.09	2.09	2.02	84.22	82.79	78.62
Malt liquors.....	39.4	39.3	39.3	2.33	2.35	2.23	91.58	92.31	87.54
Tobacco and tobacco products.....	39.9	38.4	40.0	1.90	1.78	1.80	75.67	68.48	72.06
Rubber products.....	41.1	40.5	40.6	1.86	1.85	1.82	76.34	74.96	74.11
Leather products.....	39.7	40.1	37.4	1.23	1.23	1.20	49.05	49.28	45.01
Boots and shoes (except rubber).....	39.2	40.0	36.5	1.18	1.18	1.16	46.34	47.14	42.38
Other leather products.....	40.8	40.5	39.2	1.35	1.34	1.30	55.05	54.28	50.93
Textile products (except clothing).....	41.9	41.9	41.8	1.37	1.37	1.33	57.40	57.44	55.84
Cotton yarn and broad woven goods.....	40.4	40.2	40.4	1.40	1.40	1.35	56.43	56.23	54.62
Woolen goods.....	43.1	43.0	42.2	1.28	1.28	1.24	55.23	54.92	52.48
Synthetic textiles and silk.....	43.1	43.9	43.1	1.45	1.45	1.43	62.30	63.91	61.52
Clothing (textile and fur).....	38.2	38.4	38.0	1.18	1.18	1.14	45.12	45.37	43.16
Men's clothing.....	37.6	38.6	37.7	1.18	1.19	1.14	44.40	45.81	42.86
Women's clothing.....	37.5	37.1	36.9	1.25	1.26	1.21	47.08	46.61	44.76
Knit goods.....	40.6	39.9	39.9	1.10	1.09	1.06	44.58	43.57	42.38
*Wood products.....	41.3	40.7	40.9	1.63	1.62	1.58	67.13	65.88	64.63
Saw and planing mills.....	41.0	40.5	40.3	1.75	1.73	1.70	71.59	70.05	68.47
Furniture.....	42.0	41.9	42.1	1.35	1.35	1.32	56.75	56.47	55.62
Other wood products.....	41.6	40.7	41.3	2.17	2.15	2.03	90.21	87.53	83.93
Paper products.....	41.8	40.8	41.4	2.34	2.32	2.18	98.01	94.85	90.21
Pulp and paper mills.....	40.9	40.5	40.9	1.69	1.67	1.63	69.15	67.85	66.81
Other paper products.....	38.7	39.0	39.3	2.21	2.21	2.17	85.72	86.22	85.28
Printing, publishing and allied industries.....	40.6	40.4	40.7	2.13	2.12	2.07	86.67	85.73	84.08
*Iron and steel products.....	40.3	39.8	40.0	2.19	2.16	2.08	88.20	86.08	83.37
Agricultural implements.....	40.5	40.9	40.5	2.08	2.07	2.04	84.25	84.65	82.54
Fabricated and structural steel.....	42.3	41.8	41.6	1.78	1.77	1.77	75.45	73.83	73.70
Hardware and tools.....	39.3	40.1	39.6	1.80	1.80	1.77	70.63	72.22	70.01
Heating and cooking appliances.....	40.7	39.8	40.8	2.00	2.00	1.98	81.53	79.70	80.76
Iron castings.....	41.4	41.0	41.8	1.99	1.98	1.92	82.27	81.37	80.13
Machinery, industrial.....	39.9	39.7	40.4	2.53	2.53	2.41	100.88	100.55	97.30
Primary iron and steel.....	40.7	40.5	40.3	2.10	2.09	2.02	85.67	84.47	81.51
Sheet metal products.....	41.6	41.1	41.0	2.08	2.06	2.01	86.43	84.68	82.57
Wire and wire products.....	40.6	40.0	41.4	2.11	2.10	2.05	85.47	83.83	84.90
*Transportation equipment.....	42.1	42.5	42.8	2.10	2.11	2.04	88.39	89.53	87.22
Aircraft and parts.....	39.6	39.8	41.7	2.30	2.30	2.26	91.24	91.53	94.13
Motor vehicles.....	40.5	39.7	41.4	2.11	2.08	2.03	85.45	82.54	84.05
Motor vehicle parts and accessories.....	39.8	39.3	39.7	1.97	1.95	1.96	78.37	76.79	77.85
Railroad and rolling stock equipment.....	40.7	37.9	41.3	2.05	2.03	1.97	83.44	77.12	81.18
Shipbuilding and repairing.....	40.5	40.5	40.7	2.13	2.12	2.05	86.46	86.06	82.55
*Non-ferrous metal products.....	42.0	41.5	41.4	1.92	1.92	1.82	80.77	79.62	75.22
Aluminum products.....	40.4	40.3	40.6	1.99	1.98	1.93	80.56	79.55	75.35
Brass and copper products.....	40.0	40.3	40.4	2.36	2.34	2.25	94.39	94.38	91.05
Smelting and refining.....	40.7	40.1	40.2	1.87	1.87	1.84	76.19	75.08	73.78
*Electrical apparatus and supplies.....	40.7	40.3	40.4	2.08	2.06	2.05	84.83	83.19	82.96
Heavy electrical machinery and equipment.....	40.6	39.9	40.6	1.76	1.76	1.66	71.29	70.13	67.23
Telecommunication equipment.....	40.5	39.2	39.6	1.89	1.91	1.86	76.72	74.74	73.59
Refrigerators, vacuum cleaners and appliances.....	41.3	40.5	41.2	2.03	2.04	2.00	84.01	82.79	82.40
Wire and cable.....	40.2	40.3	39.8	1.76	1.76	1.73	70.73	70.96	69.03
*Miscellaneous electrical products.....	42.0	41.3	41.8	1.85	1.87	1.78	77.89	77.20	74.45
*Non-metallic mineral products.....	42.2	41.5	41.4	1.69	1.68	1.66	71.17	69.83	68.63
Clay products.....	40.7	40.7	41.1	1.85	1.87	1.77	75.51	76.16	72.76
Glass and glass products.....	40.9	41.0	41.1	2.54	2.55	2.54	103.78	104.71	104.10
Products of petroleum and coal.....	40.7	40.8	40.9	2.02	2.03	1.95	82.21	82.77	79.65
Chemical products.....	40.0	40.2	40.2	1.56	1.57	1.50	62.25	62.94	60.52
Medicinal and pharmaceutical preparations.....	40.4	40.8	41.1	2.33	2.33	2.24	94.33	95.15	92.08
Acids, alkalis and salts.....	41.7	41.6	41.4	1.51	1.50	1.47	62.82	62.55	60.78
Miscellaneous manufacturing industries.....	<b>39.4</b>	<b>38.6</b>	<b>39.2</b>	<b>2.02</b>	<b>2.04</b>	<b>1.96</b>	<b>79.59</b>	<b>78.73</b>	<b>76.91</b>
<b>Construction</b> .....	<b>39.5</b>	<b>38.6</b>	<b>39.6</b>	<b>2.20</b>	<b>2.21</b>	<b>2.13</b>	<b>86.78</b>	<b>85.30</b>	<b>84.34</b>
Building and general engineering.....	39.2	38.6	38.6	1.70	1.72	1.64	66.40	66.53	63.16
Highways, bridges and streets.....	43.0	43.0	43.6	1.89	1.89	1.82	81.19	81.33	79.28
Electric and motor transportation.....	<b>39.0</b>	<b>38.9</b>	<b>39.6</b>	<b>1.07</b>	<b>1.06</b>	<b>1.04</b>	<b>41.71</b>	<b>41.41</b>	<b>40.99</b>
<b>Service</b> .....	<b>38.6</b>	<b>38.7</b>	<b>39.2</b>	<b>1.04</b>	<b>1.04</b>	<b>1.01</b>	<b>40.26</b>	<b>40.12</b>	<b>39.65</b>
Hotels and restaurants.....	41.0	40.6	41.6	1.03	1.03	1.00	42.15	41.77	41.51
Laundries and dry cleaning plants.....									

\*Durable manufactured goods industries.

**TABLE C-6—EARNINGS AND HOURS OF HOURLY-RATED  
WAGE EARNERS IN MANUFACTURING**

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

Period	Hours Worked Per week	Average Hourly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1949=100)	
				Current Dollars	1949 Dollars
	No.	\$	\$	No.	
Monthly Average 1955.....	41.0	1.45	59.45	142.4	122.4
Monthly Average 1956.....	41.0	1.52	62.40	149.5	126.3
Monthly Average 1957.....	40.4	1.61	64.96	155.6	127.4
Monthly Average 1958.....	40.2	1.66	66.77	160.0	127.7
Monthly Average 1959.....	40.7	1.72	70.16	168.1	132.8
Last Pay Period in:					
1960 May.....	40.1	1.79	71.69	171.8	134.6
June.....	40.4	1.79	72.19	173.0	135.6
July.....	40.6	1.77	72.01†	172.5	134.9
August.....	40.5	1.76	71.46	171.2	133.3
September.....	40.9	1.77	72.37	173.4	134.0
October.....	40.6	1.78	72.66	174.1	134.3
November.....	40.6	1.79	72.82	174.5	134.6
December.....	38.7	1.82	70.60	169.1	130.9
1961 January.....	40.1	1.81	72.76	174.3	135.2
February.....	40.4	1.82	73.40	175.9	136.2
March.....	40.3	1.83	73.64	176.4	136.7
April.....	40.6	1.84	74.56	178.6	138.5
May.....	40.5	1.84	74.38	178.2	138.1

NOTE: The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*, D.B.S., page ii.

† Revised.

‡ Latest figures subject to revision.

## D—National Employment Service Statistics

Tables D-1 to D-5 are based on two statistical reports of the National Employment Service. These reports serve different operational purposes and, therefore, the data are not necessarily identical.

**TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT**

(Source: National Employment Service, Unemployment Insurance Commission)

Period	Unfilled Vacancies*			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
July 1, 1955.....	18,741	17,392	36,133	152,711	77,865	230,576
July 1, 1956.....	40,016	22,292	62,308	116,849	72,618	189,467
July 1, 1957.....	21,843	17,643	39,486	180,521	85,981	266,502
July 1, 1958.....	11,011	13,040	24,051	350,897	155,245	506,142
July 1, 1959.....	14,579	16,464	31,043	193,774	114,377	308,151
July 1, 1960.....	17,227	15,875	33,102	258,719	131,936	390,655
August 1, 1960.....	14,673	12,594	27,267	242,582	128,062	370,644
September 1, 1960.....	13,748	14,427	28,175	236,969	117,044	354,013
October 1, 1960.....	12,239	13,796	26,035	228,632	115,358	343,990
November 1, 1960.....	11,944	10,866	22,810	281,484	124,255	405,739
December 1, 1960.....	15,932	10,799	26,731	393,856	144,123	537,979
January 1, 1961.....	9,859	7,996	17,855	570,789	163,893	734,682
February 1, 1961.....	8,866	8,377	17,243	668,766	185,972	854,738
March 1, 1961.....	8,786	9,513	18,299	691,351	186,991	878,342
April 1, 1961.....	9,927	11,387	21,314	683,034	180,982	864,016
May 1, 1961.....	14,098	13,862	27,960	594,904	172,884	767,788
June 1, 1961 <sup>(1)</sup> .....	17,078	17,208	34,286	418,218	151,611	569,829
July 1, 1961 <sup>(1)</sup> .....	15,103	16,445	31,548	268,284	125,447	393,731

<sup>(1)</sup> Latest figures subject to revision.

\* Current Vacancies only. Deferred Vacancies are excluded.



**TABLE D-2—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT MAY 31, 1961<sup>(1)</sup>**

(Source: National Employment Service, Unemployment Insurance Commission)

Industry	Male	Female	Total	Change from	
				April 28, 1961	May 31, 1960
<b>Agriculture, Fishing, Trapping</b> .....	547	193	740	— 188	— 1,659
<b>Forestry</b> .....	1,589	6	1,595	+ 624	— 2,971
<b>Mining, Quarrying and Oil Wells</b> .....	774	51	825	+ 73	— 418
Metal Mining .....	342	21	363	— 11	— 272
Fuels .....	214	18	232	— 2	— 123
Non-Metal Mining .....	121	2	123	+ 61	— 14
Quarrying, Clay and Sand Pits .....	13	1	14	+ 2	— 1
Prospecting .....	84	9	93	+ 23	— 8
<b>Manufacturing</b> .....	3,732	2,165	5,897	+ 1,242	+ 333
Foods and Beverages .....	603	467	1,070	+ 565	+ 476
Tobacco and Tobacco Products .....	8	14	22	+ 18	+ 11
Rubber Products .....	21	8	29	+ 5	— 9
Leather Products .....	43	126	169	+ 2	+ 22
Textile Products (except clothing) .....	88	88	176	— 5	— 37
Clothing (textile and fur) .....	135	617	752	+ 57	— 82
Wood Products .....	454	72	526	+ 194	+ 161
Paper Products .....	235	66	301	+ 76	+ 124
Printing, Publishing and Allied Industries .....	137	129	266	+ 61	— 7
Iron and Steel Products .....	527	123	650	+ 36	— 60
Transportation Equipment .....	444	46	490	+ 17	— 35
Non-Ferrous Metal Products .....	157	38	195	+ 60	— 78
Electrical Apparatus and Supplies .....	264	99	363	+ 44	— 142
Non-Metallic Mineral Products .....	158	38	196	— 5	+ 33
Products of Petroleum and Coal .....	545	17	562	+ 45	+ 2
Chemical Products .....	250	111	361	+ 36	— 105
Miscellaneous Manufacturing Industries .....	153	106	259	+ 36	+ 59
<b>Construction</b> .....	1,471	106	1,577	+ 449	— 253
General Contractors .....	995	73	1,068	+ 318	— 232
Special Trade Contractors .....	476	33	509	+ 131	— 21
<b>Transportation, Storage and Communication</b> .....	1,190	355	1,545	+ 9	— 161
Transportation .....	950	173	1,123	— 109	+ 55
Storage .....	22	11	33	+ 1	— 8
Communication .....	218	171	389	+ 117	— 208
<b>Public Utility Operation</b> .....	124	64	188	+ 19	— 22
<b>Trade</b> .....	2,364	2,308	4,672	+ 683	— 319
Wholesale .....	766	545	1,311	+ 226	— 38
Retail .....	1,598	1,763	3,361	+ 457	— 281
<b>Finance, Insurance and Real Estate</b> .....	709	561	1,370	+ 21	— 270
<b>Service</b> .....	4,452	11,177	15,629	+ 2,278	+ 27
Community or Public Service .....	872	2,654	3,526	+ 836	+ 395
Government Service .....	2,118	1,163	3,281	+ 60	+ 587
Recreation Service .....	82	135	217	+ 5	+ 8
Business Service .....	581	459	1,040	+ 176	— 36
Personal Service .....	799	6,766	7,565	+ 1,201	— 927
<b>GRAND TOTAL</b> .....	16,952	17,086	34,038	+ 5,210	— 5,713

<sup>(1)</sup> Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.

**TABLE D-3—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT  
BY OCCUPATION AND BY SEX AS AT MAY 31, 1961<sup>(1)</sup>**

(Source: National Employment Service, Unemployment Insurance Commission)

Occupational Group	Unfilled Vacancies <sup>(2)</sup>			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers.....	3,717	2,468	6,185	10,099	2,806	12,905
Clerical Workers.....	1,423	3,978	5,401	19,942	52,927	72,869
Sales Workers.....	1,580	1,035	2,615	8,309	18,288	26,597
Personal and Domestic Service Workers..	1,516	7,543	9,059	37,742	25,200	62,942
Seamen.....	4	.....	4	1,731	18	1,749
Agriculture, Fishing, Forestry (Ex. log.)..	743	80	823	4,459	595	5,054
Skilled and Semi-Skilled Workers.....	5,869	1,185	7,054	201,865	23,944	225,809
Food and kindred products (incl. tobacco).....	75	11	86	1,621	831	2,452
Textiles, clothing, etc.....	115	771	886	4,016	14,875	18,891
Lumber and lumber products.....	1,656	4	1,660	31,808	134	31,942
Pulp, paper (incl. printing).....	80	19	99	1,412	650	2,062
Leather and leather products.....	27	81	108	1,356	1,365	2,721
Stone, clay and glass products.....	14	1	15	532	40	572
Metalworking.....	666	14	680	19,000	1,035	20,035
Electrical.....	100	19	119	4,575	1,172	5,747
Transportation equipment.....	7	.....	7	836	32	868
Mining.....	54	.....	54	2,816	.....	2,816
Construction.....	873	.....	873	47,563	6	47,569
Transportation (except seamen).....	571	13	584	38,347	167	38,514
Communications and public utility.....	20	.....	20	1,400	6	1,406
Trade and service.....	222	203	425	6,233	2,093	8,326
Other skilled and semi-skilled.....	1,179	25	1,204	28,351	1,177	29,528
Foremen.....	86	24	110	4,349	352	4,701
Apprentices.....	124	.....	124	7,650	9	7,659
Unskilled Workers.....	2,226	919	3,145	134,071	27,833	161,904
Food and tobacco.....	288	513	801	5,322	8,130	13,452
Lumber and lumber products.....	208	12	220	16,899	414	17,313
Metalworking.....	80	12	92	6,656	697	7,353
Construction.....	771	.....	771	67,261	4	67,265
Other unskilled workers.....	879	382	1,261	37,933	18,588	56,521
<b>GRAND TOTAL.....</b>	<b>17,078</b>	<b>17,208</b>	<b>34,286</b>	<b>418,218</b>	<b>151,611</b>	<b>569,829</b>

<sup>(1)</sup> Preliminary—subject to revision.

<sup>(2)</sup> Current vacancies only. Deferred vacancies are excluded.

**TABLE D-4—UNFILLED VACANCIES AND REGISTRATIONS AT MAY 31, 1961**

(Source: National Employment Service, Unemployment Insurance Commission)

Office	Unfilled Vacancies <sup>(1)</sup>			Registrations		
	(1) May 31, 1961	Previous Month April 28, 1961	Previous Year June 2, 1960	(1) May 31, 1961	Previous Month April 28, 1961	Previous Year June 2, 1960
<b>Newfoundland</b> .....	<b>542</b>	<b>422</b>	<b>276</b>	<b>20,335</b>	<b>28,287</b>	<b>17,816</b>
Corner Brook.....	26	39	32	4,950	6,166	4,324
Grand Falls.....	1	1	6	1,739	3,360	1,365
St. John's.....	515	382	238	13,646	18,761	12,127
<b>Prince Edward Island</b> .....	<b>161</b>	<b>86</b>	<b>241</b>	<b>3,145</b>	<b>5,195</b>	<b>2,392</b>
Charlottetown.....	27	31	139	1,820	3,125	1,445
Summerside.....	134	55	102	1,325	2,070	947
<b>Nova Scotia</b> .....	<b>1,194</b>	<b>933</b>	<b>992</b>	<b>26,455</b>	<b>37,617</b>	<b>20,670</b>
Annerst.....	31	37	27	987	1,378	1,146
Bridgewater.....	25	17	38	1,437	2,225	1,220
Halifax.....	571	498	466	6,150	7,030	5,660
Inverness.....	.....	.....	.....	849	1,291	693
Kentville.....	207	128	277	2,778	3,940	2,044
Liverpool.....	33	7	17	609	896	498
New Glasgow.....	129	90	38	3,208	4,726	2,273
Springhill.....	3	1	.....	1,106	1,468	821
Sydney.....	28	14	28	3,578	7,002	3,472
Sydney Mines.....	40	22	.....	2,095	2,163	.....
Truro.....	72	81	50	1,772	2,647	1,251
Yarmouth.....	55	38	51	1,886	2,851	1,592
<b>New Brunswick</b> .....	<b>999</b>	<b>1,105</b>	<b>1,514</b>	<b>27,241</b>	<b>39,795</b>	<b>21,665</b>
Bathurst.....	16	21	15	3,807	5,669	3,236
Campbellton.....	68	10	485	3,078	3,555	2,427
Edmundston.....	61	175	136	1,785	3,557	1,266
Fredericton.....	110	93	172	2,384	3,241	1,952
Minto.....	32	24	93	606	707	469
Moncton.....	452	208	283	5,558	8,532	4,320
Newcastle.....	.....	226	1	3,007	3,977	2,525
Saint John.....	169	131	218	3,103	4,695	2,647
St. Stephen.....	34	94	29	1,620	2,236	1,261
Sussex.....	11	5	28	579	973	422
Woodstock.....	46	118	54	1,714	2,653	1,140
<b>Quebec</b> .....	<b>7,595</b>	<b>5,879</b>	<b>12,096</b>	<b>178,756</b>	<b>246,018</b>	<b>182,051</b>
Alma.....	9	12	13	2,551	3,142	2,301
Asbestos.....	.....	3	5	704	929	579
Baie Comeau.....	143	11	51	873	1,420	910
Beauharnois.....	24	16	15	1,240	1,666	1,116
Buckingham.....	52	12	138	1,208	1,861	1,055
Causapscal.....	119	27	62	2,308	3,569	2,602
Chandler.....	18	8	25	1,229	2,233	1,497
Chicoutimi.....	132	151	105	2,455	3,420	1,964
Cowansville.....	14	15	80	380	583	350
Dolbeau.....	134	52	194	1,933	3,196	1,967
Drummondville.....	86	44	31	2,068	2,583	2,251
Farnham.....	130	117	57	602	961	706
Forestville.....	57	4	442	990	1,756	1,091
Gaspé.....	17	8	26	1,407	2,425	1,489
Granby.....	9	36	95	2,087	2,670	1,608
Hull.....	57	64	66	3,590	4,900	2,573
Joliette.....	288	136	167	3,549	5,140	3,941
Jonquière.....	44	61	62	2,821	3,487	2,347
Lachute.....	19	29	16	589	1,020	819
La Malbaie.....	41	11	46	1,651	2,963	1,646
La Tuque.....	23	43	1,036	1,045	1,599	900
Lévis.....	19	36	49	3,481	5,127	3,785
Louisville.....	29	22	33	1,043	1,620	997
Magog.....	3	3	24	525	715	423
Maniwaki.....	17	17	157	1,170	2,116	775
Matane.....	14	88	364	1,403	4,621	2,976
Mégantic.....	18	1	10	1,451	1,989	887
Mont-Laurier.....	37	24	29	1,141	1,915	926
Montmagny.....	8	11	15	2,413	3,159	2,142
Montreal.....	3,025	2,555	4,747	62,041	76,108	66,477
New Richmond.....	24	35	64	1,808	2,649	1,734
Port Alfred.....	5	24	35	1,201	1,521	1,093
Quebec.....	790	543	703	12,297	16,310	11,665
Rimouski.....	85	69	139	3,926	5,980	3,961
Rivière du Loup.....	259	96	103	5,076	7,845	4,817
Roberval.....	115	20	172	1,705	2,580	1,904
Rouyn.....	52	120	50	4,316	5,395	4,831
Ste. Agathe.....	96	25	79	881	1,970	817
Ste. Anne de Bellevue.....	96	118	82	952	1,381	965
Ste. Thérèse.....	33	57	46	1,861	2,698	2,096
St. Hyacinthe.....	99	49	174	1,934	2,881	2,338
St. Jean.....	74	55	47	2,023	2,543	2,304
St. Jérôme.....	64	39	81	1,377	2,400	1,747
Sept-Îles.....	104	95	354	3,017	3,727	2,573
Shawinigan.....	207	146	77	4,634	6,273	4,803
Sherbrooke.....	188	178	283	4,250	5,811	4,131
Sorel.....	70	57	56	1,576	2,390	1,771
Thetford Mines.....	25	87	59	1,583	2,330	1,769
Trois-Rivières.....	138	127	173	4,749	6,437	3,347



**TABLE D-4—UNFILLED VACANCIES AND REGISTRATIONS AT MAY 31, 1961**

(Source: National Employment Service, Unemployment Insurance Commission)

Office	Unfilled Vacancies <sup>(a)</sup>			Registrations		
	(a) May 31, 1961	Previous Month April 28, 1961	Previous Year June 2, 1960	(a) May 31, 1961	Previous Month April 28, 1961	Previous Year June 2, 1960
<b>Quebec—Cont'd.</b>						
Val d'Or.....	37	36	28	3,017	3,594	2,537
Valleyfield.....	28	46	26	2,046	2,926	2,358
Victoriaville.....	44	56	35	1,699	2,768	2,173
Ville St. Georges.....	376	184	1,013	2,750	4,716	3,217
<b>Ontario.....</b>	<b>11,053</b>	<b>10,276</b>	<b>10,441</b>	<b>176,751</b>	<b>236,781</b>	<b>176,371</b>
Amprior.....	112	55	77	249	464	232
Barrie.....	35	55	53	1,246	1,651	1,342
Belleville.....	87	117	58	1,943	2,566	1,945
Bracebridge.....	227	87	177	658	1,800	955
Brampton.....	55	48	36	1,060	1,806	1,283
Brantford.....	72	75	116	2,494	3,114	3,055
Brockville.....	39	47	35	491	851	496
Carleton Place.....	22	26	5	295	456	192
Chatham.....	188	102	60	2,731	3,008	2,450
Cobourg.....	45	47	59	840	1,114	876
Collingwood.....	5	7	18	596	1,052	417
Cornwall.....	157	95	134	3,108	4,040	3,350
Elliot Lake.....	44	48	63	412	560	419
Fort Erie.....	4	8	16	570	666	548
Fort Frances.....	62	52	60	601	1,045	467
Fort William.....	205	174	106	2,350	3,403	1,944
Galt.....	116	77	102	2,034	2,158	1,226
Gananoque.....	21	16	40	266	386	224
Goderich.....	27	27	25	394	689	374
Guelph.....	49	28	81	2,243	2,585	2,183
Hamilton.....	749	864	811	14,528	18,414	13,556
Hawkesbury.....	14	18	15	586	1,093	631
Kapuskasing.....	190	33	186	1,992	2,687	1,370
Kenora.....	87	61	66	617	1,271	483
Kingston.....	98	86	168	1,943	2,349	2,065
Kirkland Lake.....	58	63	70	1,516	2,355	1,330
Kitchener.....	178	132	102	3,163	4,145	2,547
Leamington.....	28	29	60	1,360	1,699	1,151
Lindsay.....	13	15	11	508	877	415
Listowel.....	14	23	28	287	530	359
London.....	539	555	603	5,155	5,817	5,001
Long Branch.....	276	238	209	3,854	4,609	3,860
Midland.....	23	13	30	577	1,129	516
Napanee.....	5	6	10	565	748	518
Newmarket.....	66	37	41	1,341	1,931	1,687
Niagara Falls.....	213	43	60	2,468	3,262	1,900
North Bay.....	45	71	42	1,755	3,055	1,920
Oakville.....	123	132	73	812	1,075	828
Orillia.....	23	21	30	1,016	1,447	795
Oshawa.....	83	100	131	4,111	5,176	4,482
Ottawa.....	1,173	962	915	6,125	8,132	5,821
Owen Sound.....	43	42	71	1,374	2,022	1,414
Parry Sound.....	1	9	.....	292	689	359
Pembroke.....	120	112	118	1,939	2,644	1,815
Perth.....	30	25	51	461	743	421
Peterborough.....	75	74	158	3,546	4,855	3,403
Pictou.....	4	11	9	213	410	247
Port Arthur.....	219	443	403	3,746	6,070	3,016
Port Colborne.....	24	22	15	817	957	930
Prescott.....	33	42	34	746	1,040	798
Renfrew.....	10	14	10	422	671	430
St. Catharines.....	248	220	259	3,953	5,073	3,667
St. Thomas.....	43	43	62	1,232	1,544	1,142
Sarnia.....	131	135	109	2,615	3,060	2,028
Sault Ste. Marie.....	181	149	252	2,897	3,994	3,177
Simcoe.....	86	48	119	930	1,929	679
Sioux Lookout.....	8	7	16	311	497	202
Smiths Falls.....	3	4	16	492	666	312
Stratford.....	38	67	41	665	1,116	782
Sturgeon Falls.....	14	16	25	703	1,147	815
Sudbury.....	286	338	212	4,529	6,183	4,525
Tillsonburg.....	31	49	26	559	900	363
Timmins.....	76	126	80	2,539	3,705	2,743
Toronto.....	2,910	2,752	2,568	44,124	58,567	50,974
Wentworth.....	98	83	51	715	994	993
Walkerton.....	6	72	56	679	1,044	595
Wallaceburg.....	7	17	6	881	1,108	728
Welland.....	164	169	80	2,070	2,565	2,099
Weston.....	267	256	196	3,671	4,707	4,139
Windsor.....	220	198	402	9,638	10,998	7,570
Woodstock.....	47	50	84	1,132	1,688	1,292
<b>Manitoba.....</b>	<b>3,013</b>	<b>3,063</b>	<b>3,206</b>	<b>23,598</b>	<b>32,500</b>	<b>19,073</b>
Brandon.....	214	236	231	1,695	2,913	1,451
Dauphin.....	70	56	25	1,195	2,078	903
Flin Flon.....	61	25	61	186	277	206
Portage la Prairie.....	32	45	61	925	1,428	903
The Pas.....	71	108	116	363	496	344
Winnipeg.....	2,565	2,593	2,712	19,144	25,308	15,266

**TABLE D-4—UNFILED VACANCIES AND REGISTRATIONS AT MAY 31, 1961**

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Office	Unfiled Vacancies <sup>(a)</sup>			Registrations		
	(1) May 31, 1961	Previous Month April 28, 1961	Previous Year June 2, 1960	(1) May 31, 1961	Previous Month April 28, 1961	Previous Year June 2, 1960
<b>Saskatchewan</b> .....	<b>2,344</b>	<b>1,263</b>	<b>1,687</b>	<b>15,988</b>	<b>22,796</b>	<b>13,384</b>
Estevan.....	36	45	50	303	537	275
Lloydminster.....	44	55	41	378	681	393
Moose Jaw.....	85	58	197	1,029	1,712	1,022
North Battleford.....	50	42	31	872	1,541	963
Prince Albert.....	146	166	98	1,771	2,860	1,504
Regina.....	969	298	832	2,947	5,325	2,583
Saskatoon.....	825	374	201	5,708	5,400	3,895
Swift Current.....	44	59	85	412	823	323
Weyburn.....	26	29	36	346	592	184
Yorkton.....	119	137	116	2,222	3,325	2,242
<b>Alberta</b> .....	<b>4,725</b>	<b>2,560</b>	<b>5,878</b>	<b>33,019</b>	<b>41,853</b>	<b>29,401</b>
Blairmore.....	17	20	27	579	841	369
Calgary.....	1,540	750	1,474	9,806	11,816	9,072
Drumheller.....	107	117	32	592	788	504
Edmonton.....	2,463	1,057	2,528	16,142	19,699	14,370
Edson.....	34	49	31	665	828	508
Grande Prairie.....	122	87	41	1,194	1,753	1,135
Lethbridge.....	99	175	1,467	1,885	2,767	1,674
Medicine Hat.....	135	91	177	853	1,259	617
Red Deer.....	208	214	101	1,303	2,102	1,152
<b>British Columbia</b> .....	<b>2,660</b>	<b>2,313</b>	<b>2,651</b>	<b>64,631</b>	<b>76,946</b>	<b>59,601</b>
Chilliwack.....	69	69	54	1,360	1,834	1,217
Courtenay.....	49	31	65	918	1,086	938
Cranbrook.....	17	29	50	1,231	1,531	821
Dawson Creek.....	20	57	10	1,395	1,747	1,039
Duncan.....	37	27	42	667	708	570
Kamloops.....	42	39	10	1,226	1,490	941
Kelowna.....	20	22	26	1,102	1,510	1,106
Kitimat.....	6	2	37	141	234	225
Mission City.....	57	46	21	994	1,194	1,124
Nanaimo.....	20	74	29	1,145	1,224	998
Nelson.....	16	17	18	891	1,220	745
New Westminster.....	259	266	403	8,510	10,204	8,348
Penticton.....	22	28	19	1,404	1,881	1,121
Port Alberni.....	34	47	19	640	790	570
Prince George.....	38	69	59	2,702	3,896	2,841
Prince Rupert.....	25	34	22	1,453	2,051	1,167
Princeton.....	12	51	15	462	650	283
Quesnel.....	30	41	25	1,886	2,061	1,608
Trail.....	61	38	115	905	1,206	947
Vancouver.....	1,541	974	1,328	29,136	32,420	26,749
Vernon.....	36	31	51	1,905	2,286	1,452
Victoria.....	192	161	160	4,490	4,542	4,366
Whitehorse.....	57	160	73	568	881	325
<b>Canada</b> .....	<b>34,286</b>	<b>27,900</b>	<b>38,982</b>	<b>569,829</b>	<b>767,788</b>	<b>542,424</b>
Males.....	17,078	14,098	21,772	418,218	594,904	389,576
Females.....	17,208	13,802	17,210	151,611	172,884	152,848

<sup>(a)</sup> Preliminary subject to revision.

<sup>(a)</sup> Current vacancies only. Deferred vacancies are excluded.

**TABLE D-5—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES, 1956-1961**

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1956.....	1,046,979	748,464	298,515	68,522	252,783	379,085	210,189	136,400
1957.....	877,704	586,780	290,924	59,412	215,335	309,077	185,962	107,918
1958.....	840,129	548,663	291,466	56,385	198,386	287,112	181,772	116,474
1959.....	986,073	661,872	324,201	70,352	239,431	336,527	211,951	127,812
1960.....	958,300	641,872	316,428	86,848	252,019	302,048	198,474	118,911
1960 (5 months).....	336,069	228,860	107,209	30,605	91,733	111,589	70,667	31,475
1961 (5 months).....	365,866	249,459	116,407	32,680	107,132	119,638	75,515	30,901

## E—Unemployment Insurance

**TABLE E-1—BENEFICIARIES AND BENEFIT PAYMENTS BY PROVINCE, MAY 1961**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Number of Beneficiaries Per Week (in thousands)	Weeks Paid	Amount of Benefit Paid \$
Newfoundland.....	26.9	118,341	3,050,684
Prince Edward Island.....	4.1	18,246	398,265
Nova Scotia.....	29.9	131,580	2,944,140
New Brunswick.....	34.1	149,984	3,442,333
Quebec.....	177.5	781,070	18,322,431
Ontario.....	169.8	747,099	17,625,363
Manitoba.....	25.1	110,483	2,573,238
Saskatchewan.....	15.3	67,495	1,594,477
Alberta.....	28.2	123,953	3,094,541
British Columbia.....	52.5	231,024	5,658,627
Total, Canada, May 1961.....	563.5	2,479,275	58,704,099
Total, Canada, April 1961.....	708.2	2,691,331	85,187,924
Total, Canada, May 1960.....	560.8	2,355,280	52,205,580

**TABLE E-2—CLAIMANTS CURRENTLY REPORTING TO LOCAL OFFICES BY  
NUMBER OF WEEKS ON CLAIM, PROVINCE AND SEX, AND PERCENTAGE  
POSTAL, MAY 31, 1961**

(Counted on last working day of the month)

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Total Claimants	Number of weeks on claim							Percent- age Postal	May 31, 1960 Total claimants
		2 or Less	3-4	5-8	9-12	13-16	17-20	Over 20		
Canada.....	340,950	69,437	30,615	52,437	42,753	36,807	32,002	76,899	32.2	364,323
Male.....	242,648	49,325	21,528	38,513	32,113	26,943	22,305	51,921	36.1	258,117
Female.....	98,302	20,112	9,087	13,924	10,640	9,864	9,697	24,978	22.5	106,206
Newfoundland.....	9,982	871	642	1,341	1,476	1,640	1,280	2,732	71.1	9,295
Male.....	8,936	755	564	1,242	1,381	1,498	1,137	2,359	73.2	8,229
Female.....	1,046	116	78	99	95	142	143	373	53.2	1,066
Prince Edward Island.....	1,171	161	111	172	128	133	127	339	65.2	1,046
Male.....	838	114	87	132	91	104	89	221	70.9	732
Female.....	333	47	24	40	37	29	38	118	51.1	314
Nova Scotia.....	15,683	2,319	1,074	2,529	1,826	1,545	1,873	4,517	46.3	18,626
Male.....	12,583	1,818	814	2,108	1,496	1,223	1,492	3,632	48.6	15,733
Female.....	3,100	501	260	421	330	322	381	885	36.6	2,893
New Brunswick.....	14,859	1,791	1,059	3,107	1,983	1,626	1,487	3,806	60.3	14,167
Male.....	12,074	1,395	881	2,753	1,666	1,370	1,176	2,833	63.0	11,237
Female.....	2,785	396	178	354	317	256	311	973	48.7	2,930
Quebec.....	106,536	22,347	9,464	15,439	13,673	12,606	9,818	23,189	33.9	120,681
Male.....	77,061	15,460	6,499	11,009	10,843	10,141	7,354	15,755	38.1	87,285
Female.....	29,475	6,887	2,965	4,430	2,830	2,465	2,464	7,434	23.1	33,396
Ontario.....	114,757	26,562	10,971	17,536	13,535	11,180	10,155	24,818	21.7	122,049
Male.....	76,768	18,473	7,429	12,103	9,285	7,213	6,479	15,786	23.4	79,996
Female.....	37,989	8,089	3,542	5,433	4,250	3,967	3,676	9,032	18.1	42,053
Manitoba.....	13,692	1,884	1,291	2,320	2,116	1,853	1,419	2,809	26.2	13,180
Male.....	9,374	1,277	914	1,623	1,414	1,268	987	1,891	30.5	8,566
Female.....	4,318	607	377	697	702	585	432	918	17.1	4,614
Saskatchewan.....	7,629	1,255	575	1,177	903	847	896	1,976	46.0	7,674
Male.....	5,046	824	360	846	613	562	561	1,280	51.7	5,206
Female.....	2,583	431	215	331	290	285	335	696	35.0	2,468
Alberta.....	18,753	3,025	1,778	2,909	2,532	2,141	1,821	3,647	36.5	18,945
Male.....	13,451	2,934	1,349	2,216	1,873	1,517	1,230	2,332	42.0	13,969
Female.....	5,302	991	429	693	659	624	591	1,315	22.7	4,976
British Columbia.....	37,888	8,322	3,650	5,907	4,581	3,236	3,126	9,066	28.3	38,660
Male.....	26,517	6,275	2,631	4,481	3,451	2,047	1,800	5,832	31.4	27,164
Female.....	11,371	2,047	1,019	1,426	1,130	1,189	1,326	3,234	21.3	11,496



**TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE, MAY, 1961**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	4,008	3,549	450	4,992	3,916	1,076	859
Prince Edward Island.....	584	475	109	714	624	90	86
Nova Scotia.....	6,778	4,859	1,919	8,256	7,149	1,107	1,258
New Brunswick.....	6,177	4,932	1,245	7,161	5,861	1,300	1,130
Quebec.....	50,434	34,699	15,735	53,771	45,449	8,322	12,088
Ontario.....	57,779	36,329	21,450	59,147	47,000	12,147	12,488
Manitoba.....	6,023	4,427	1,596	6,504	5,198	1,306	807
Saskatchewan.....	3,287	2,553	734	3,857	3,126	731	553
Alberta.....	8,519	5,716	2,803	9,134	7,137	1,997	1,500
British Columbia.....	18,470	11,613	6,857	19,209	15,163	4,046	3,430
Total, Canada, May 1961.....	162,059	109,152	52,907	172,745	140,623	32,122	34,209
Total, Canada, April 1961.....	209,551	144,114	65,437	234,788	205,470	29,318	44,895
Total, Canada, May 1960.....	165,635	110,237	55,398	180,704	152,707	27,997	39,200

\*In addition, revised claims received numbered 42,454.

†In addition, 43,804 revised claims were disposed of. Of these, 4,901 were special requests not granted and 1,595 were appeals by claimants. There were 9,443 revised claims pending at the end of the month.

**TABLE E-4—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT\***

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

End of:	Total	Employed	Claimants
1961—April.....	4,147,000	3,433,900	713,100
March.....	4,210,000	3,372,000	838,000
February.....	4,247,000	3,374,200	872,800
January.....	4,240,000	3,393,100	846,900
1960—December.....	4,251,000	3,496,900	754,100
November.....	4,110,000	3,624,800	485,200
October.....	4,002,000	3,671,800	330,200
September.....	3,998,000	3,718,500	279,500
August.....	4,003,000	3,722,800	280,200
July.....	3,985,000	3,690,900	294,100
June.....	4,014,000	3,717,600	296,400
May.....	4,109,580	3,591,520	518,060†
April.....	4,222,000	3,507,100	714,900

\*Revised on the basis of June 1, 1960 book renewal.

†The number of persons reporting to local offices as claimants during the first two weeks of book renewal. For other months, the claimants are as shown in Table E-2.

## F—Prices

**TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX**

1957 Weighted

(1949=100)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
1957—Year.....	122.6	118.6	127.3	108.2	133.2	139.9	134.2	109.1
1958—Year.....	125.7	122.9	129.3	109.5	136.6	146.6	142.0	110.1
1959—Year.....	127.2	122.2	131.5	109.7	140.5	151.0	144.4	113.8
1960—Year.....	128.4	122.6	132.9	111.0	141.1	154.8	145.6	115.8
1960—July.....	128.3	122.6	132.9	111.1	139.9	155.4	145.0	115.8
August.....	128.6	123.3	133.1	110.5	140.2	154.9	145.1	115.8
September.....	128.2	122.5	133.2	110.7	138.8	154.9	145.1	115.8
October.....	128.7	123.5	133.3	111.3	138.7	155.7	145.8	115.8
November.....	129.1	123.5	133.3	112.4	141.9	154.7	146.6	115.8
December.....	129.3	124.2	133.3	112.4	141.8	154.9	146.6	115.8
1961—January.....	129.2	124.4	133.2	111.6	141.1	155.0	146.3	115.8
February.....	128.9	124.0	133.1	111.5	141.1	154.6	146.7	115.7
March.....	129.1	124.0	133.2	111.8	141.0	154.4	146.6	115.7
April.....	129.1	123.9	133.2	111.9	141.0	155.3	145.5	115.8
May.....	129.0	123.2	132.9	112.4	141.8	155.3	146.0	115.8
June.....	129.0	123.5	132.9	112.5	141.2	155.0	145.8	115.8
July.....	129.0	124.9	132.9	112.2	138.7	155.1	145.0	115.8

**TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF JUNE 1961**

(1949 = 100)

	Total			Food	Shelter	Clothing	Household Operation	Other Commodities and Services
	June 1960	May 1961	June 1961					
① St. John's, Nfld.....	116.2	116.7	117.0	112.0	114.3	110.7	112.2	132.9
Halifax.....	127.0	128.0	127.8	116.2	136.1	123.1	130.9	140.7
Saint John.....	128.6	129.7	129.7	121.0	140.6	121.0	124.7	144.5
Montreal.....	127.8	127.9	128.3	125.0	146.7	108.0	118.2	139.8
Ottawa.....	128.6	129.0	129.0	121.0	149.5	114.6	121.3	140.6
Toronto.....	130.2	130.2	130.2	120.5	152.8	114.7	123.6	140.0
Winnipeg.....	125.0	126.6	126.7	121.5	135.9	117.1	120.5	137.6
Saskatoon—Regina.....	123.7	124.6	124.7	118.5	124.7	124.1	126.3	131.5
Edmonton—Calgary.....	123.2	124.2	124.2	116.0	125.2	120.7	127.5	134.1
Vancouver.....	127.7	129.1	128.4	120.4	137.3	116.2	133.0	137.9

N.B. Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

① St. John's index on the base June 1951 = 100.

## G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts involving six or more workers and lasting at least one working day, and strikes and lockouts lasting less than one day or involving fewer than six workers but exceeding a total of nine man-days. The number of workers involved includes all workers involved in the disputes leading to work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series see page 422, April issue.

**TABLE G-1—STRIKES AND LOCKOUTS, 1956-1961**

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1956.....	221	229	88,680	1,246,000	0.11
1957.....	242	249	91,409	1,634,880	0.14
1958.....	253	262	112,397	2,872,340	0.24
1959.....	203	218	100,127	2,286,900	0.19
*1960.....	272	278	48,812	747,120	0.06
*1960: June.....	24	41	7,249	51,240	0.04
July.....	22	37	5,186	39,100	0.03
August.....	32	43	10,856	127,560	0.11
September.....	33	57	13,072	115,280	0.10
October.....	34	59	9,242	92,640	0.09
November.....	28	61	5,889	52,520	0.05
December.....	12	29	1,891	30,160	0.03
*1961: January.....	6	21	2,346	28,140	0.03
February.....	8	18	1,601	20,320	0.02
March.....	21	34	4,426	41,160	0.04
April.....	18	30	6,265	59,240	0.06
May.....	33	50	12,001	107,480	0.10
June.....	21	38	12,323	128,020	0.12

\*Preliminary.

**TABLE G-2—STRIKES AND LOCKOUTS, JUNE 1961, BY INDUSTRY**

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Logging.....			
Fishing.....			
Mining.....	4	2,530	2,460
Manufacturing.....	21	1,998	8,990
Construction.....	3	6,047	89,290
Transportation, etc.....	1	137	2,440
Public utilities.....			
Trade.....	4	82	1,320
Finance, etc.....	1	4	50
Service.....	4	1,525	23,470
All industries.....	38	12,323	128,020

**TABLE G-3—STRIKES AND LOCKOUTS, JUNE 1961, BY JURISDICTION**

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....	1	36	180
Prince Edward Island.....			
Nova Scotia.....	4	2,530	2,460
New Brunswick.....	1	460	460
Quebec.....	3	301	2,870
Ontario.....	25	8,355	119,820
Manitoba.....	1	41	620
Saskatchewan.....	1	157	550
Alberta.....			
British Columbia.....	2	443	1,060
Federal.....			
All jurisdictions.....	38	12,323	128,020



**TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS,  
JUNE 1961**

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			June	Accu- mulated		
<b>MINING—</b> <i>Coal etc.</i> Old Sydney Collieries, Sydney Mines, N.S.	Mine Workers Loc. 4535 (Ind.)	600	600	600	June 19 June 20	Work assignment~Return of workers pending nego- tiations.
Old Sydney Collieries Sydney Mines, N.S.	Mine Workers Loc. 4535 (Ind.)	600	600	600	June 21 June 22	Dismissal of fellow worker~Return of workers pending negotiations.
Dominion Coal, #20 Colliery Glace Bay, N.S.	Mine Workers Loc. 4529 (Ind.)	200	130	130	June 26 June 27	Seniority as affected by call-up from closed mine~ Return of workers.
Dominion Coal, #26 Colliery Glace Bay, N.S.	Mine Workers Loc. 4520 (Ind.)	1,130	1,130	1,130	June 26 June 27	Seniority preference for workers from closed mine ~Return of workers.
<b>MANUFACTURING—</b> <i>Clothing</i> Monarch Knitting Dunnville, Ont.	Textile Workers' Union Loc. 736 (AFL-CIO/CLC)	220	660	660	June 21 June 26	Change in piece-work rates ~Return of workers on original rates.
<i>Printing, etc.</i> Thirteen printing firms Regina, Sask.	Three printing trades un- ions (AFL-CIO/CLC)	157	550	550	June 14 June 20	Wages, hours, fringe bene- fits~No wage increase, reduction in hours, im- proved fringe benefits.
<i>Transportation Equipment</i> Saint John Shipbuilding and Dry Dock Saint John, N.B.	Five shipbuilding unions (AFL-CIO/CLC and CLC)	460	460	460	June 1 June 2	Refusal to work with workers hired during strike ~Return of workers.
Electric Auto Lite Point Edward, Ont.	Auto Workers Loc. 421 (AFL-CIO/CLC)	325	650	650	June 9 June 13	Method of handling griev- ance~Return of workers pending further negotia- tions.
<i>Electrical Apparatus and Supplies</i> Trane Company Toronto, Ont.	U.E. Loc. 512 (Ind.)	223	1,560	8,250	Apr. 19 June 12	Wages, hours, fringe bene- fits~9¢ an hr. increase over a three year period; improved seniority rights, and fringe benefits.
<i>Miscellaneous Manufacturing Industries</i> Sperry Gyroscope of Canada St. Laurent, Que.	I.U.E. Loc. 514 (AFL- CIO/CLC)	100	300	12,140	Sept. 15 June 6	Wages~7% increase.
<b>CONSTRUCTION—</b> Building contractors Toronto, Ont.	Building trades unions (To- ronto Council AFL-CIO)	6,000	88,700	96,200	May 29 .....	Union Wages~.
<b>TRANSPORTATION ETC.</b> <i>Transportation</i> Paul Guilbault Company Grondines, Que.	CNTU—chartered local	137 (60)	2,440	4,080	May 16 .....	Wages, working conditions, suspensions, layoffs~
<b>SERVICE</b> <i>Government Service</i> Municipality of Surrey Cloverdale, B.C.	Public Employees Loc. 402 (CLC)	421	840	2,740	May 25 June 5	Wages, vacations~5¢ an hr. increase Jan. 1961, 2¢ an hr. July 1961, improv- ed vacation schedule.
<i>Personal Service</i> Royal York Hotel Toronto, Ont.	Hotel Employees Loc. 299 (AFL-CIO/CLC)	1,025	20,980	51,350	Apr. 24 .....	Wages~

Figures in parentheses indicate the number of workers indirectly affected.



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Shift Differentials in Canadian Manufacturing (p. 877)

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# EMPLOYMENT REVIEW

ECONOMICS AND RESEARCH BRANCH

## Employment and Unemployment, August

There was no appreciable change in employment between July and August. Unemployment declined further by an estimated 31,000, to 323,000. The labour force decreased by 39,000, more than usual for this period.

Unemployment in the week ended August 19 represented 4.8 per cent of the labour force, compared with 5.2 per cent in July and 5.3 per cent in August 1960.

In the week ended August 19, the labour force was estimated at 6,704,000; a month earlier the estimate was 6,743,000 and a year earlier it was 6,623,000. Employment was estimated at 6,381,000, compared with 6,389,000 a month earlier and 6,271,000 a year earlier. Unemployment was estimated at 323,000, compared with 354,000 in July and 352,000 in August last year.

### Employment

Employment increased more than seasonally in a number of industries but declined more than seasonally in services, mainly community service. Men's employment rose by an estimated 11,000 during the month, the result, in part, of early hiring in the automobile industry. Women's employment declined by an estimated 19,000; the decline was largely in community service.

Employment in August was up 1.8 per cent from a year earlier. The service, trade and finance industries accounted for most of the increase. In goods-producing industries, a year-to-year employment increase in manufacturing was offset by decreases in forestry, agriculture and mining.

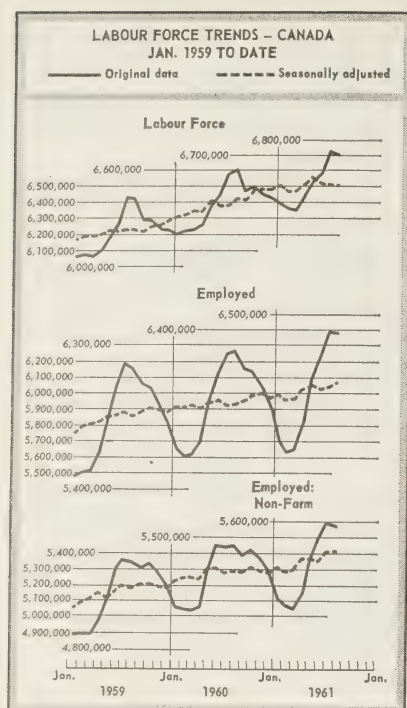
Of the estimated 6,381,000 employed in the week ended August 19, an estimated 4,692,000 were men, 1,689,000 women. In July, 4,681,000 of the 6,389,000 employed were men, and 1,708,000 women. The employment total in August 1960 was made up of 4,633,000 men and 1,638,000 women.

In August, agricultural employment totalled 803,000; non-agricultural, 5,578,000.

From August to August, employment was higher by about 2½ per cent in the Ontario and Prairie regions, by 4 per cent in British Columbia, and by 6 per cent in the Atlantic region. In Quebec, the August estimate of employment was slightly lower than a year earlier.

### Unemployment

Unemployment dropped by 31,000, to 323,000, between July and August. In past years, unemployment has seldom decreased and often increased during this period.



Although total unemployment was down from a year earlier, the number out of work for seven months or more (73,000) was 20,000 higher. The largest decrease over the year was in the number out of work for less than a month.

### Regional Summaries

Between July and August, employment in the **Atlantic** region declined by an estimated 12,000, a little more than usual for this time of year, but in mid-August was 32,000 higher than at the same time in 1960. Agriculture and non-agricultural industries shared about equally in the decline during the month.

Employment was lower in forestry and in service, but most other non-agricultural industries either expanded or remained stable. Construction workers were in stronger demand during the month and some rehiring was reported in heavy manufacturing. In Newfoundland, employment in pulpwood logging was sharply reduced because of the fire hazard.

Of the year-to-year gain in employment, most was accounted for by the service industry. Manufacturing employment was a little higher than last year, with gains in a fairly large number of industries. Employment was substantially lower than last year in forestry, construction and mining.

Unemployment in August represented 6.8 per cent of the labour force, unchanged from July. In August 1960 it represented 6.9 per cent.

In the week ended August 19, the labour force in the Atlantic region was estimated at 616,000, employment at 574,000 and unemployment at 42,000. The labour force estimate was 13,000 lower than a month earlier but 34,000

Unemployment among young people dropped more than usual during the month. Early hiring in the automobile industry and general strengthening in a number of other industries also contributed to the drop in unemployment.

For the first time in 18 months, in August the unemployment total was below the year-earlier figure. The August total represented 4.8 per cent of the labour force, compared with 5.3 per cent in August 1960. In August 1959 it was 4.0 per cent.

The unemployment total was made up of 301,000 without work and seeking work, and 22,000 on temporary layoff. Of the former, 280,000 were seeking full-time jobs and 21,000 seeking part-time work.

Men accounted for about three quarters of the month's drop in unemployment. Unemployed men numbered 267,000 in August, of whom 135,000 were married. Unemployed women numbered 56,000, of whom 16,000 were married.

higher than a year earlier. Unemployment was slightly lower than in July, slightly higher than in August 1960.

Employment in the **Quebec** region decreased by 17,000 between July and August, somewhat more than usual for this period. The decline was centred in non-agricultural industries, mainly in the service industry, and most of the drop was in women's employment. Manufacturing employment generally remained stable, although non-metallic mineral products showed a small decline. Farm employment, which usually decreases during this period, remained stable, largely as a result of late harvesting.

Employment was down 29,000 from a year earlier. Most of the decrease took place in non-agricultural employment. Although they accounted for a large part of the year-to-year decline, durable goods industries have strengthened during recent months. Forestry operated at a substantially lower level than last year. Construction employment was also lower than last year, although some improvement occurred in residential construction. Employment in textiles and other non-durable goods industries continued at a higher level.

Unemployment, at an estimated 116,000, was 6,000 lower than in July but the same as in August 1960. It was 6.3 per cent of the labour force, down from 6.6 per cent in July but up slightly from the 6.2 per cent in August 1960.

In the week ended August 19, the labour force of the Quebec region was estimated at 1,832,000, down 23,000 from the July estimate and 29,000 from the August 1960 estimate. Employment was estimated at 1,716,000.

Employment in the **Ontario** region rose by 17,000 between July and August. This was a greater-than-seasonal increase. Agricultural employment increased, mainly as a result of hirings for fruit, tobacco and vegetable harvesting. The construction industry showed continuing strength, and demand increased for most types of construction workers. Rehiring in the automobile industry helped to bolster manufacturing employment during the month. Canning plants, textile mills and electrical goods producers also experienced some improvement, but layoffs occurred in the agricultural implements industry. In iron and steel and paper products, employment was unchanged. Uranium mining remained steady after frequent declines since early in 1960. Employment in trade and service remained at high levels.

Employment in non-farm industries increased substantially over the year, rising by an estimated 72,000; farm employment declined by 13,000. Most of the year-to-year employment gain was in service and manufacturing; gains in trade and construction were smaller. Mining employment was lower than in August 1960.

Unemployment in August, at an estimated 95,000, was 3.9 per cent of the labour force. July's 112,000 unemployed represented 4.6 per cent of the labour force, and the 124,000 unemployed in August last year, 5.1 per cent.

In the week ended August 19, the Ontario region's labour force was estimated at 2,457,000, unchanged from the July estimate. In August 1960 it was 2,427,000. The estimated number employed was 2,362,000 in August, 2,345,000 in July, and 2,303,000 in August last year.

Employment changed very little in the **Prairie** region between July and August. Farm employment increased seasonally, and non-farm employment slipped very little from the high July level. The construction industry showed continuing strength, especially non-residential construction. Meatpacking plants



were seasonally active, and some rehiring was reported in iron and steel manufacturing. Qualified personnel for oil drilling and base metal mining were in continuing strong demand.

Employment in August, at an estimated 1,162,000, was only slightly higher than in July but 26,000 higher than a year earlier. Most of the year-to-year gain was in the service industry. Construction and manufacturing showed little year-to-year gain in employment.

Unemployment in August, at an estimated 32,000, was 5,000 lower than in July but 4,000 higher than a year earlier. It represented 2.7 per cent of the labour force, down from 3.1 per cent in July but up from 2.4 per cent in August 1960.

In the week ended August 19, the Prairie labour force was estimated at 1,194,000, slightly less than in July but 30,000 more than in August last year.

Employment in the **Pacific** region remained stable, as usual, between July and August. Construction employment was maintained at a fairly high level, particularly on pipelines, roads and highways. Logging operations were sharply reduced in coastal areas owing to an outbreak of forest fires, but in other parts of British Columbia, logging employment was maintained at a fairly high level. A notable rise in employment took place in food processing plants, which began to operate at capacity, processing bumper crops of fruits and vegetables. There were also some employment increases in sheet metal and machine shops, and in paper mills. New developments and exploratory work kept mining employment at a high level. Persistent fine weather stimulated the tourist trade, so that demands for workers increased.

Employment in August (567,000) was about 4 per cent higher than in the same period a year earlier (545,000). All of the increase took place in non-farm industries. Gains in service, fishing and construction more than offset declines in manufacturing and forestry. Mining employment changed little over the year.

Unemployment in August, at an estimated 38,000, was 6.3 per cent of the labour force, compared with 6.6 per cent in July and 7.5 per cent in August 1960.

#### LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance	
	1		2		3	
	August 1961	August 1960	August 1961	August 1960	August 1961	August 1960
Metropolitan.....	—	1	5	5	7	6
Major Industrial.....	1	1	18	20	7	5
Major Agricultural.....	—	—	2	4	12	10
Minor.....	1	—	10	22	47	36
Total.....	2	2	35	51	73	57

# CLASSIFICATION OF LABOUR MARKET AREAS—AUGUST

	SUBSTANTIAL LABOUR SURPLUS	MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)		Hamilton Quebec-Levis St. John's Vancouver-New Westminster → WINDSOR	→ CALGARY Edmonton Halifax → MONTREAL Ottawa-Hull Toronto → WINNIPEG	
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agri- cultural activity)	SYDNEY ←	Brantford Corner Brook Cornwall Farnham-Granby Joliette Lac St. Jean New Glasgow Niagara Peninsula → OSHAWA Peterborough Rouyn-Val d'Or Saint John Sarnia Shawinigan Sherbrooke Timmins-Kirkland Lake Trois Rivières Victoria	Fort William- Port Arthur Guelph Kingston Kitchener London → MONCTON Sudbury	
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more in agricultural)		Chatham RIVIERE DU LOUP ←	Barrie Brandon Charlottetown Lethbridge Moose Jaw North Battleford Prince Albert Red Deer Regina Saskatoon Thetford-Megantic- St. Georges Yorkton	
MINOR AREAS (labour force 10,000-25,000)	KITIMAT ←	Bridgewater Campbellton Central Vancouver Island Chilliwack Fredericton Lindsay Quebec North Shore Rimouski Sorel Summerside	Bathurst Beauharnois Belleville-Trenton Bracebridge Brampton Cranbrook Dauphin → DAWSON CREEK Drumheller → DRUMMONDVILLE Edmundston → GALT → GASPE Goderich Grand Falls → KAMLOOPS Kentville Lachute-St. Therese Listowel Medicine Hat Montmagny → NEWCASTLE North Bay → OKANAGAN VALLEY Owen Sound Pembroke Portage la Prairie → PRINCE GEORGE- QUESNEL Prince Rupert → STE. AGATHE- ST. JEROME St. Hyacinthe → ST. JEAN → ST. STEPHEN St. Thomas → SAULT STE. MARIE Stratford Simcoe Swift Current Trail-Nelson Truro Valleyfield → VICTORIAVILLE	Group 3 (Conc.) Walkerton Weyburn Woodstock, N.B. Woodstock- Tilsonburg Yarmouth

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification used, see page 624, July issue.

# Current Labour Statistics

(Latest available statistics at September 15, 1961)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force.....(a) (000)	August 19	6,704	- 0.6	+ 1.2
Employed.....(000)	August 19	6,381	- 0.1	+ 1.8
Agriculture.....(000)	August 19	803	+ 1.4	- 2.1
Non-agriculture.....(000)	August 19	5,578	- 0.3	+ 2.3
Paid workers.....(000)	August 19	5,147	+ 0.3	+ 2.2
At work 35 hours or more.....(000)	August 19	5,188	+ 4.3	- 1.9
At work less than 35 hours.....(000)	August 19	539	- 1.8	+ 6.5
Employed but not at work.....(000)	August 19	654	- 24.7	+ 36.8
Unemployed.....(000)	August 19	323	- 8.8	- 8.2
Atlantic.....(000)	August 19	42	- 2.3	+ 5.0
Quebec.....(000)	August 19	116	- 4.9	0.0
Ontario.....(000)	August 19	95	- 15.2	- 23.4
Prairie.....(000)	August 19	32	- 13.5	+ 14.3
Pacific.....(000)	August 19	38	- 5.0	- 13.6
Without work and seeking work.....(000)	August 19	301	- 9.6	- 6.5
On temporary layoff up to 30 days.....(000)	August 19	22	+ 4.8	- 26.7
Industrial employment (1949=100).....	June	121.0	+ 3.2	- 1.6
Manufacturing employment (1949=100).....	June	111.0	+ 2.4	- 1.1
Immigration.....	1st Qtr. 1961	11,839	—	- 28.7
Destined to the labour force.....	1st Qtr. 1961	5,374	—	- 33.6
<i>Strikes and Lockouts</i>				
Strikes and lockouts.....	August	47	+ 14.6	+ 11.9
No. of workers involved.....	August	8,067	- 8.6	- 26.4
Duration in man-days.....	August	64,570	- 31.7	- 50.0
<i>Earnings and Income</i>				
Average weekly wages and salaries (ind. comp.).....	June	\$78.59	+ 0.8	+ 3.8
Average hourly earnings (mfg.).....	June	\$ 1.83	- 0.6	+ 2.2
Average hours worked per week (mfg.).....	June	41.0	+ 1.2	+ 1.5
Average weekly wages (mfg.).....	June	\$75.07	+ 0.8	+ 4.0
Consumer price index (1949=100).....	August	129.1	+ 0.1	+ 0.9
Index numbers of weekly wages in 1949 dollars (1949=100).....	June	139.7	+ 1.0	+ 3.0
Total labour income.....\$000,000	June	1,657	+ 4.0	+ 4.2
<i>Industrial Production</i>				
Total (average 1949=100).....	July	167.2	- 6.7	+ 3.4
Manufacturing.....	July	149.0	- 7.6	+ 3.5
Durables.....	July	142.7	- 9.6	+ 1.9
Non-durables.....	July	154.4	- 5.9	+ 4.9
<i>National Employment Service Statistics</i>				
Vacancies.....(000)	August 31	33	+ 6.9	+ 17.9
Applicants.....(000)	August 31	321	- 11.8	- 9.3

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also page 624, July issue.



# COLLECTIVE BARGAINING REVIEW

ECONOMICS AND RESEARCH BRANCH

During August, collective bargaining resulted in the settlement of 14 major agreements covering approximately 17,400 employees, leaving 86 major contracts in various stages of negotiation as the month closed.

The largest of the 14 settlements reached during August was the one-year agreement between the **Pulp and Paper Mill Workers** and a group of eleven pulp and paper mills in British Columbia. Although the settlement gave no general wage increase to the 5,100 employees, it made provision for a standard industry-wide health and welfare plan to replace individual company plans that had been in force. Other provisions included an additional floating holiday, making a total of nine paid holidays annually, and four weeks vacation after 23 years of employment instead of after 25 years. Among the companies included in the agreement were **B.C. Forest Products**, Crofton; **Canadian Forest Products**, Port Mellon; **Columbia Cellulose**, Watson Island; **Crown Zellerbach**, Ocean Falls; **Elk Falls Co.**, Duncan Bay; **MacMillan, Bloedel and Powell River**, Powell River, Stillwater, Nanaimo and Port Alberni; **Rayonier Canada Ltd.**, Wood Fibre and Port Alice.

Other major settlements during the month included new two-year agreements between the **CBC and Radio and T.V. Employees (ARTEC)** and between the **Shipping Federation** and the Montreal local of the **ILA**. Each of these agreements covered more than 2,000 employees. Settlements were also arrived at between **Dominion Rubber**, St. Jerome, and the **Rubber Workers**, and between **McIntyre Porcupine Mines**, Schumacher, Ont., and the **Steelworkers**, each covering approximately 1,000 employees.

Among major negotiations in progress during the month were those between **Canadian Westinghouse** and the **United Electrical Workers**. Throughout the negotiations, which involve 3,000 employees, the major issue was parity in wages with Canadian General Electric plants in Guelph, Toronto and Peterborough. Canadian Westinghouse would not accept the principle of parity with CGE but offered a wage increase of an unspecified amount and proposed some changes in job evaluation procedures and pensions. The company also proposed modifications in seniority and incentive provisions of the agreement. A conciliation board established to assist in these negotiations released a report early in September that contained no recommendations for settlement but proposed that the parties continue negotiations. Both parties agreed to continue bargaining.

During the month preparations were made for negotiations in such key industries as automobiles, railways and trucking, where agreements affecting large numbers of workers are nearing termination. In the railway industry the negotiating committee of the associated non-operating railway unions met to discuss the next round of bargaining. In the trucking industry both management and the union have released their contract proposals, although, in most cases, bargaining has not yet begun.

According to press reports the **Teamsters'** union has asked that wage rates for Ontario drivers, maintenance men and mechanics be increased to those paid in the United States, and has proposed a reduction in the work week from 48 to 40 hours with a guarantee of at least 40 hours work a week for 90 per cent of the employees. Other demands were that "piggy-back" operations

## NEGOTIATIONS PRECEDING SETTLEMENTS REACHED DURING THE FIRST HALF OF 1961

Collective agreements covering 500 or more workers concluded between January 1 and June 30, 1961, exclusive of agreements in the construction industry.

Stage at Which Settled	Duration of Negotiations in Months											
	3 or less		4-6		7-9		10-12		13 or over		Total	
	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.
Bargaining.....	32	34,010	24	35,470	1	1,820	1	1,000	1	500	59	72,800
Conciliation officer.....			19	51,900	8	8,240	1	1,200	3	2,500	31	63,840
Conciliation board.....			4	5,680	4	3,750	1	550			9	9,980
Post-conciliation bargaining.....			3	2,400	2	6,900	5	8,400	4	113,800	14	131,500
Work stoppage.....			1	1,800			2	2,060			3	3,860
Total.....	32	34,010	51	97,250	15	20,710	10	13,210	8	116,800	116	281,980

be curtailed and that the companies contribute \$15 a month per employee to the Teamsters' welfare fund and \$20 monthly to a pension fund. At present the companies pay \$8 per month to the Teamsters' welfare fund. The **Motor Transport Industrial Relations Bureau** countered with proposals that wage rates be maintained at current levels, that the seniority provisions be changed, and that union membership be voluntary. The employers also wanted a new clause added to the agreement that would give them the right to dismiss any employee who participates in a strike during the term of the agreement.

### Duration of Negotiations

The duration of negotiations that preceded major settlements reached during the first half of 1961 is tabulated above. The wage terms of these settlements were published in the August issue.

Slightly less than two thirds of the 116 major agreements concluded during the first half of the year were arrived at after six months or less of bargaining; most of these contracts were settled after four to six months of negotiations. In the negotiations that extended beyond six months, most agreements were arrived at after seven to twelve months of bargaining. In only eight agreements did bargaining extend beyond 13 months, but these settlements covered the largest number of workers, most of whom were non-operating railway employees.

Although negotiations leading to work stoppages tend to attract attention, only a very small proportion of labour-management negotiations result in strike action. During the first half of 1961, three major agreements were concluded while a work stoppage was in progress, whereas the other 113 major settlements were reached either by direct bargaining between the parties or during or after conciliation procedures. Of these 113 settlements, 59 were worked out by direct bargaining between the companies and the unions, 31 agreements were settled at the conciliation officer stage, and nine agreements were reached at the conciliation board stage. Further direct discussions were required after conciliation proceedings to work out 14 agreements covering 131,500 workers, nearly half of the total number of workers affected by new major agreements signed during the period.

### Collective Bargaining Scene

Agreements covering 500 or more employees,  
excluding those in the construction industry

#### Part I—Agreements Expiring During September, October and November (except those under negotiation in August)

Company and Location	Union
Alta. Govt. Telephones (Plant Dept.), company-wide .....	I.B.E.W. (AFL-CIO/CLC)
Bell Telephone, Que. & Ont. ....	Cdn. Telephone Empl. (Ind.) (clerical empl.)
Bell Telephone, Que. & Ont. ....	Cdn. Telephone Empl. (Ind.) (equip. salesmen)
Bell Telephone, Que. & Ont. ....	Traffic Empl. (Ind.) (traffic)

Company and Location	Union
Bell Telephone, Que. & Ont. ....	Cdn. Telephone Empl. (Ind.) (plant dept.)
Canadian Celanese, Drummondville, Que. ....	Textile Wkrs. Union (AFL-CIO/CLC)
Chrysler Corporation, Windsor, Ont. ....	Auto Wkrs. (AFL-CIO/CLC)
Crane Limited, Montreal, Que. ....	Steelworkers (AFL-CIO/CLC)
Cyanamid of Canada, Welland, Ont. ....	Chemical Wkrs. (AFL-CIO/CLC)
Dominion Stores, Toronto, Hamilton & others, Ont. ....	Retail, Wholesale Empl. (AFL-CIO/CLC)
DuPont of Canada, Shawinigan, Que. ....	Cellulose Wkrs. Assn. (Ind.)
Fisheries Assn., B.C. ....	United Fishermen (Ind.) (herring fishermen)
Fry-Cadbury, Montreal, Que. ....	Bakery Wkrs. (CLC)
General Motors & subsidiaries, Oshawa, Windsor, St. Catharines, Scarborough & London, Ont. ....	Auto Wkrs. (AFL-CIO/CLC)
Kelly, Douglas, company-wide, B.C. ....	Empl. Assn. (Ind.)
Mannesmann Tube, Sault Ste. Marie, Ont. ....	Steelworkers (AFL-CIO/CLC)
Maritime Tel. & Tel., company-wide ....	I.B.E.W. (AFL-CIO/CLC) (traffic empl.)
Motor Trans. Ind. Relations Bureau, Ont. ....	Teamsters (Ind.) (drivers)
Motor Trans. Ind. Relations Bureau, Ont. ....	Teamsters (Ind.) (mechanics)
Northern Electric, Toronto, Ont. ....	Communications Wkrs. (AFL-CIO/CLC)
Page-Hersey Tubes, Welland, Ont. ....	U.E. (Ind.)
Que. Natural Gas, company-wide ....	Chemical Wkrs. (AFL-CIO/CLC)
Royal Victoria Hospital, Montreal, Que. ....	Bldg. Service Empl. (AFL-CIO/CLC)
Shawinigan Power, company-wide, Que. ....	Empl. Assn. (Ind.)
Winnipeg Transit Dept., Man. ....	Street Railway Empl. (AFL-CIO/CLC)

## Part II—Negotiations in Progress During August

### Bargaining

Company and Location	Union
Algoma Ore Properties, Wawa, Ont. ....	Steelworkers (AFL-CIO/CLC)
Algoma Steel, Sault Ste. Marie, Ont. ....	Steelworkers (AFL-CIO/CLC)
Anglo-Nfld. Development, Grand Falls, Nfld. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Atlantic Sugar Refineries, Saint John, N.B. ....	Bakery Wkrs. (CLC)
Avro & Orenda Engines, Malton, Ont. ....	Machinists (AFL-CIO/CLC)
Automatic Electric, Brockville, Ont. ....	I.U.E. (AFL-CIO/CLC)
B.C. Electric, company-wide ....	I.B.E.W. (AFL-CIO/CLC)
Campbell Chibougamau Mines, Chibougamau, Que. ....	Steelworkers (AFL-CIO/CLC)
Cdn. International Paper, N.B., Que. & Ont. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & Oper. Engineers (AFL-CIO)
Cdn. Steel Foundries, Montreal, Que. ....	Steel & Foundry Wkrs. (Ind.)
Clothing Mfrs. Assn., Quebec, Farnham & Victoriaville, Que. ....	Clothing Wkrs. Federation (CNTU)
Cluett Peabody, Kitchener & Stratford, Ont. ....	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
Distillers Corp., Ville LaSalle, Que. ....	Distillery Wkrs. (AFL-CIO/CLC)
Dominion Coal, Sydney, N.S. ....	Mine Wkrs. (Ind.)
Dominion Stores, Montreal & vicinity, Que. ....	Retail Clerks (AFL-CIO/CLC)
Dom. Structural Steel, Montreal, Que. ....	Mine Wkrs. (Ind.)
Donahue Bros., Clermont, Que. ....	Carpenters (Lumber & Sawmill Wkrs.) (AFL- CIO/CLC)
Dosco, Cdn. Bridge, Walkerville, Ont. ....	Steelworkers (AFL-CIO/CLC)
Edmonton City, Alta. ....	Public Empl. (CLC) (clerical empl.)
Edmonton City, Alta. ....	Public Empl. (CLC) (outside wksr.)
Montreal Trans. Commission, Que. ....	Railway, Transport & General Wkrs. (CLC)
Old Sydney Collieries, Sydney Mines, N.S. ....	Mine Wkrs. (Ind.)
Province of Saskatchewan ....	Sask. Civil Service (CLC) (classified services)
Provincial Transport, Que. ....	Railway, Transport & General Wkrs. (CLC)
Safeway, Shop-Easy & others, Victoria, Vancouver & New Westminster, B.C. ....	Butcher Workmen (AFL-CIO/CLC)
Sask. Power Corp., province-wide ....	Oil Wkrs. (AFL-CIO/CLC)
Sask. Wheat Pool (Elevator Div.), Ont., Man., Sask. & B.C. ....	Sask. Wheat Pool Empl. (CLC)
Shell Oil, Montreal East, Que. ....	Empl. Council (Ind.)
Smith Transport, Montreal, Que. ....	Teamsters (Ind.)
Stelco (Canada Works), Hamilton, Ont. ....	Steelworkers (AFL-CIO/CLC)
Stelco (Hamilton Works), Hamilton, Ont. ....	Steelworkers (AFL-CIO/CLC)
Stelco, Montreal, Que. ....	Steelworkers (AFL-CIO/CLC)
T.C.A., company-wide ....	Air Line Pilots (Ind.)
Towboat Owners' Assn., B.C. ....	Merchant Service Guild (CLC)
Trucking Assn. of Que., province-wide ....	Teamsters (Ind.)



## Conciliation Officer

Company and Location	Union
Abitibi Paper & subsidiaries, Que., Ont. & Man. ..	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Assn. des Marchands Détaillants (Produits Alimentaires), Quebec, Que. ....	Commerce Empl. Federation (CNTU)
Assn. Patronale des Services Hospitaliers, Quebec, Que. ....	Services Federation (CNTU) (female)
Assn. Patronale des Services Hospitaliers, Quebec, Que. ....	Services Federation (CNTU) (male)
Bowater's Nfld. Paper, Corner Brook, Nfld. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others Public Empl. (CLC) (clerical empl.)
Calgary City, Alta. ....	
Consolidated Paper, Cap de la Madeleine & Three Rivers, Que. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Grand'Mère, Que. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Les Escoumins, Que. ....	Pulp & Paper Wkrs. Federation (CNTU)
Consolidated Paper, Port Alfred, Que. ....	Pulp & Paper Wkrs. Federation (CNTU)
Consolidated Paper, Ste-Anne de Portneuf, Que. ...	Pulp & Paper Wkrs. Federation (CNTU)
Consolidated Paper, Shawinigan, Que. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Donnacona Paper, Donnacona, Que. ....	Pulp & Paper Wkrs. Federation (CNTU)
E.B. Eddy, Hull, Que. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Great Lakes Paper, Fort William, Ont. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Hamilton Cotton & subsidiaries, Hamilton, Dundas & Trenton, Ont. ....	Textile Wkrs. Union (AFL-CIO/CLC)
Hamilton General Hospitals, Hamilton, Ont. ....	Public Empl. (CLC)
Hotel Dieu St. Vallier, Chicoutimi, Que. ....	Service Empl. Federation (CNTU)
Howard Smith Paper, Cornwall, Ont. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Kimberley-Clark Paper, Terrace Bay, Ont. ....	I.B.E.W. (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
K.V.P. Company, Espanola, Ont. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & I.B.E.W. (AFL-CIO/CLC)
Marathon Corp. of Can., Marathon, Ont. ....	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Motor Trans. Ind. Relations Bureau (car car- riers), Ont. ....	Teamsters (Ind.)
Okanagan Shippers' Assn., Okanagan Valley, B.C.	CLC-chartered local
Ont.-Minnesota Paper, Ft. Francis & Kenora, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Ontario Paper, Thorold, Ont. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Polymer Corporation, Sarnia, Ont. ....	Oil Wkrs. (AFL-CIO/CLC)
Provincial Paper, Thorold, Ont. ....	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Spruce Falls & Kimberley-Clark, Kapuskasing, Ont. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
T.C.A., company-wide ....	Sales Empl. (Ind.)

## Conciliation Board

B.A. Oil, Clarkson, Ont. ....	Oil Wkrs. (AFL-CIO/CLC)
Canada Cement, N.B., Que., Ont., Man. & Alta.	Cement Wkrs. (AFL-CIO/CLC)
Cdn. Westinghouse, Hamilton, Ont. ....	U.E. (Ind.)
C.N.R., system-wide ....	Locomotive Engineers (Ind.)
C.N.R., system-wide ....	Locomotive Firemen & Enginemen (AFL- CIO/CLC)
C.N.R., system-wide ....	Trainmen (AFL-CIO/CLC)
C.P.R., system-wide ....	Locomotive Engineers (Ind.)
C.P.R., system-wide ....	Locomotive Firemen & Enginemen (AFL- CIO/CLC)
C.P.R., system-wide ....	Trainmen (AFL-CIO/CLC)
Food stores (various), Winnipeg, Man. ....	Retail Clerks (AFL-CIO/CLC)
Hollinger Mines, Timmins, Ont. ....	Steelworkers (AFL-CIO/CLC)
Miner Rubber, Granby, Que. ....	Rubber Wkrs. (AFL-CIO/CLC)
Noranda Mines, Noranda, Que. ....	Steelworkers (AFL-CIO/CLC)
Ontario Hydro, company-wide ....	Public Service Empl. (CLC)
Sangamo Company, Leaside, Ont. ....	Machinists (AFL-CIO/CLC)
Union composing rooms, Toronto, Ont. ....	Typographical Union (AFL-CIO/CLC)
Winnipeg City, Man. ....	Public Service Empl. (CLC)

## Post-Conciliation Bargaining

Assn. Patronale des Mfrs. de Chaussures, Quebec, Que. ....	Leather & Shoe Wkrs. Federation (CNTU)
Price Bros., Kenogami & Riverbend, Que. ....	Pulp & Paper Wkrs. Federation (CNTU)

## Arbitration

Company and Location	Union
Assn. Patronale du Commerce, (Hardware), Quebec, Que. ....	Commerce Empl. Federation (CNTU)

### Work Stoppage

Hotel Royal York (CPR), Toronto, Ont. ....	Hotel Empl. (AFL-CIO/CLC)
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## Part III—Settlements Reached During August 1961

(A summary of major terms on the basis of information immediately available. Figures for the number of employees covered are approximate.)

C.B.C., COMPANY-WIDE—RADIO & T.V. EMPL. (ARTEC) (IND.): 2-yr. agreement covering 2,100 empl.—a general increase of 4% retroactive to April 1, 1961, plus a further 3% eff. April 1, 1962.

CDN. CAR & FOUNDRY, MONTREAL, QUE.—RAILWAY CARMEN (AFL-CIO/CLC): 1-yr. agreement covering 800 empl.—2¢ an hr. increase retroactive to Oct. 1, 1960, plus an additional 5¢ an hr. eff. Aug. 11, 1961; improvements in group insurance plan.

DOM. OILCLOTH & LINOLEUM, MONTREAL, QUE.—CNTU—CHARTERED LOCAL: 2-yr. agreement covering 800 empl.—4¢ an hr. increase retroactive to July 15, 1960, an additional 4¢ an hr. eff. July 28, 1961, plus a final 4¢ an hr. increase eff. July 27, 1962; 4 wks. vacation after 25 yrs. of continuous service (formerly 4 wks. after 30 yrs.); improvements in shift premium.

DOM. RUBBER (FOOTWEAR DIV.), KITCHENER, ONT.—RUBBER WKRS. (AFL-CIO/CLC): 2-yr. agreement covering 600 empl.—male empl. to receive an increase of 3¢ an hr. eff. Aug. 27, 1961, plus an additional 3¢ an hr. eff. April 1, 1962; female empl. to receive an increase of 1½¢ an hr. on Aug. 27, 1961, plus an additional 1½¢ an hr. eff. April 1, 1962; 2 wks. vacation after 3 yrs. of continuous service (formerly 2 wks. after 5 yrs.); 3 wks. vacation after 10 yrs. of continuous service (formerly 3 wks. after 11 yrs.); improvements in shift premiums.

DOM. RUBBER (RUBBER DIV.), ST. JEROME, QUE.—RUBBER WKRS. (AFL-CIO/CLC): 2-yr. agreement covering 1,000 empl.—2¢ an hr. retroactive to Jan. 1, 1961, another 2¢ an hr. eff. April 2, 1962, plus an additional 3¢ an hr. eff. April 1, 1963; 3 wks. vacation after 10 yrs. of continuous service (formerly 3 wks. after 11 yrs.); 3 days bereavement leave for death of close relatives.

DRYDEN PAPER, DRYDEN, ONT.—CARPENTERS (LUMBER & SAWMILL WKRS.) (AFL-CIO/CLC): 2-yr. agreement covering 600 empl.—increase of 7¢ an hr. retroactive to Oct. 31, 1960; a further increase of 3¢ an hr. retroactive to April 1, 1961; a final 2¢ eff. July 1, 1961; on April 1, 1962 work week to be reduced from 48 to 44 hrs. with 60% pay maintenance.

DUPONT OF CANADA, MAITLAND, ONT.—CHEMICAL WKRS. (AFL-CIO/CLC): 1-yr. agreement covering 550 empl.—general increase of 6¢ an hr.; increase of 1¢ an hr. on the Sunday premium pay; and an increase of 1¢ an hr. in night shift premiums.

DUPUIS FRERES, MONTREAL, QUE.—COMMERCE EMPL. FEDERATION (CNTU): 3-yr. agreement covering 1,200 empl.—no wage increase; a company-paid pension plan to be introduced providing empl. who have at least 15 yrs. of service with a pension of \$75 a mo. starting at the age of 65.

FRASER COS., CABANO, QUE.—WOODCUTTERS, FARMERS' UNION (IND.): 1-yr. agreement covering 500 empl.—4% increase for all wkrs. paid on a daily and hourly basis and 5% increase for those paid on a piece rate basis.

MCINTYRE PORCUPINE MINES, SCHUMACHER, ONT.—STEELWORKERS (AFL-CIO/CLC): 2-yr. agreement covering 1,000 empl.—immediate wage increase of 3½¢ an hr.; an additional increase of 2½¢ an hr. during the second yr. of the agreement; settlement pay of \$25 for all empl. who have completed the probationary period.

R.C.A. VICTOR, MONTREAL, QUE.—EMPL. ASSN.—(IND.): 2-yr. agreement covering 650 empl.—2% increase retroactive to May 16, 1961, plus an additional 2% increase eff. May 16, 1962; the work week reduced from 38½ to 37½ hrs. eff. July 17, 1961; improvements in medical plan.

SCARBOROUGH TOWNSHIP, ONT.—PUBLIC EMPL. (CLC) (OUTSIDE WKRS.): 1-yr. agreement covering 500 empl.—7¢ an hr. increase plus additional adjustments in certain classes.

SHIPPING FEDERATION OF CAN., MONTREAL, QUE.—I.L.A. (CLC): 2-yr. agreement covering 2,000 empl.—10¢ an hr. increase for the 1961 shipping season, plus an additional 9¢ an hr. increase for the 1962 shipping season; the same wage rates incorporated in agreements for employees on the docks at Halifax, St. John's, Quebec and Three Rivers.

VARIOUS PULP AND PAPER MILLS, B.C.—PULP & PAPER MILL WKRS. (AFL-CIO/CLC): 1-yr. agreement covering 5,100 empl.—no general wage increase, although rates for some jobs adjusted; 3¢ an hr. increase in the shift differentials for afternoon and night shifts; 4 wks. vacation after 23 yrs. of continuous service (formerly 4 wks. after 25 yrs.); 1 additional floating holiday each yr. for a total of 4; individual company health and welfare plans replaced by a standard joint plan for all companies.

## NOTES OF CURRENT INTEREST

### N.S., Federal Government Join To Expand Training Facilities

Plans to increase vocational and technical training facilities and programs in Nova Scotia were announced jointly last month by Hon. R. L. Stanfield, Premier of the province, and Hon. Michael Starr, Federal Minister of Labour.

The construction of two new schools, costing an estimated \$3,600,000, has been approved under the Technical and Vocational Training Assistance Act. Under the agreement, the federal Government will share 75 per cent of the cost of construction, or approximately \$2,700,000.

Construction was expected to begin this month and to be completed in March 1963. The schools, which will accommodate 1,450 pupils, will offer courses at the trade, high school and post high school or technician levels, and will be used for training for apprentices, the unemployed, the disabled and other adults, as well as regular full-time day classes.

The Nova Scotia Trades and Technical Institute at Halifax, with a 900-student capacity, will replace facilities formerly rented for training purposes. Courses will be offered in the motor vehicle repair trades, building construction, electronics, service and business occupations. Special courses in marine engineering will be offered at the Halifax school and the institution will serve as a centre for the trade and occupational correspondence courses offered by the province.

The school will be used to train apprentices and technicians, and to offer adult trade and occupational training for the unemployed, disabled and others.

The two-storey school has an area of 168,000 square feet. Of the total cost of approximately \$2,400,000, the provincial Government will pay \$600,000 and the federal Government \$1,800,000.

The second school, The Cape Breton County Vocational High School, will be located in Sydney. It will accommodate 550 students and will offer courses mainly at the high school level. However, courses for adults or persons who have left the regular school system will also be provided. Some of the courses to be offered will be in the building construction and auto mechanics trades.

The school has an area of approximately 80,000 square feet. Total cost is estimated at \$1,200,000, of which Nova Scotia will pay \$300,000 and the federal Government \$900,000.

Provision for expansion has been made in both of the new buildings.

### No Hope of Lasting Employment For Those with Little Education

"There can be no hope of worthwhile and enduring employment for many of these people until they have improved their educational standards and better equipped themselves to meet the needs of modern industry," said F. D. Mathers, President of the Canadian Manufacturers' Association, speaking at the Canadian National Exhibition last month.

"Two out of every three unemployed Canadians are lacking any needed skill and, worse than that, are deficient in all but the most elementary education," he said.

It was important to impress upon young people who may be tempted to leave school too early "the life-long and disastrous consequences" that may be the result. The hard truth that those who leave school with an uncompleted education are all too likely to become the jobless of tomorrow cannot be driven home too often, he asserted.

That employment in manufacturing, as elsewhere, is demanding ever higher skills and qualifications is more widely realized now than it was a few years ago, "when it was fashionable to urge more engineering graduates and little else," the CMA President continued.

Prospects in manufacturing have improved with the whole series of measures brought forward by the federal Government during the past two years with the object of stimulating manufacturing and minimizing some of the disadvantages under which it had been expected to contend both at home and abroad, Mr. Mathers said. These measures had undoubtedly given added stimulus to our recovery from the recent recession, and the key economic indicators were all moving in the right direction.



## New Apprentice Training Scheme Organized in Great Britain

A new training scheme for apprentices, developed through co-operation of government authorities, trade unions and employers' organizations, was introduced in Britain in 1960 to provide up-to-date training for youngsters born in the high-birth-rate period after World War II, who are now reaching school-leaving age and causing a surge of manpower on the labour market.

The basic idea of this training scheme is to give apprentices the first year of their instruction under direct government auspices, at Government Training Centres—establishments that provided basic training for workers entering industry in wartime Britain and resettlement training to ex-service men when the war ended.

The scheme is not intended to replace the main system of apprenticeship training for which industry itself is responsible. Its purpose is to assist the medium and small firms with limited training facilities that wish to take advantage of the present influx of young people into the labour market.

The Trades Union Congress, the British Employers' Confederation, and various joint apprenticeship bodies were consulted before the program was introduced. The Ministry of Labour manages the program and pays for all the equipment and instruction.

The employers' responsibility is to recruit apprentices, nominate them for the training at centres located in many parts of the country, and pay the boys apprentice wages. After completion of their first year at the training centres, the boys return for the remainder of their apprenticeship years to their employer, who continues their training for, usually, four more years.

During the first month at the training centres the boys are studied to determine their suitability for training. At the end of the month, those who have not made the grade are sent back to their employers; those who stay follow lectures and receive practical training, according to a syllabus drawn up in consultation with employers and unions. Employers receive monthly reports on the progress of their particular apprentices.

Although this scheme has been in operation for a little more than a year, employers are said to be enthusiastic about it because it helps them to add to their skilled labour force while reducing the cost of apprentice training during the first year when it is most expensive and when the apprentices are least productive.

The unions also welcome the scheme as a contribution to equipping thousands of youngsters of the "bulge" years with the skills they will need in the complex industrial world of tomorrow.

## Federal Winter Works Payments Totalled \$35.9 Million in 1960-61

Estimated federal government payments under the 1960-61 Municipal Winter Works Incentive Program were \$35,923,000. Last winter's program provided 5,150,405 man-days of work on 121,197 on-site jobs.

Participating municipalities numbered 2,163, and projects undertaken, 7,197.

For the fourth consecutive winter, the federal Government in 1961-62 will co-operate with the provinces and municipalities in the program designed to stimulate winter employment. The program for the coming winter has been broadened to include new classes of projects.

Now included will be any capital undertaking of a municipality except work on schools and school grounds, hospitals and hospital grounds, subway transportation systems, and buildings to be used for industrial or business purposes under private auspices. Examples of projects that now may be included are: tree planting along roads and streets, fabrication of curbs, gutters, park benches and tables, work on municipal irrigation systems, clearing and development of municipal land, engineering yards, and relocation of municipal telephone and power transmission lines.

Under the program, the federal Government pays one half of the direct payroll costs incurred on approved municipal winter works projects during the period October 15, 1961 to April 30, 1962.

In the case of new buildings, the federal incentive payment is limited to \$50,000 on any one building.

Applications covering proposed winter works projects are submitted by municipalities to the provincial Government. If approved by the province, they are then forwarded to the Department of Labour, Ottawa. The Department tells the province of a project's eligibility for an incentive payment and tells local offices of the National Employment Service of projects to be undertaken in their areas.

NES offices co-operate with municipalities and their contractors in recruiting workers for employment on winter works projects.

## Department Publishes Report on Sickness, Accident Provisions

Assurance of some income during absences caused by sickness or accident is an important feature of employment for most Canadian workers. Although public and private medical care and hospitalization plans mitigate the heavy burden of medical services, maintaining the income of employees during absences from work due to sickness remains an important problem in labour-management relations.

Essential characteristics of plans covering sickness absence of non-office employees in Canadian industries are the subject of a study just published by the Economics and Research Branch, Department of Labour, under the title *Sickness and Accident Provisions in Canadian Industries*.

Released as Report No. 3 in the Labour-Management Research Series\*, this study is based on a survey carried out in the summer of 1960 by the Working Conditions Research and Development Section of the Labour-Management Division of the Branch.

It covers two types of arrangement that protect the income of employees in Canadian industry during the time of sickness: sickness and accident benefit plans, and paid sick leave plans.

Under sickness and accident benefit plans, payments are made, usually through insurance arrangements, to compensate employees for loss of wages; generally, this is the more common type of income protection for wage earners or hourly paid employees.

Under paid sick leave plans, wages are continued in varying degrees and within specified limits; expenditures are charged directly as payroll costs.

Maintenance of income during absences due to industrial accidents and illness associated with worker's employment is provided under provincial Workmen's Compensation Laws. No such legislation exists, however, for the income of workers whose disabilities arise from causes not connected with their employment.

The Report examines both types of plans in four main industrial groups: manufacturing; public utilities; transportation, storage and communication; and service. The sample includes only establishments with more than 100 non-office employees and operating either sickness and accident benefit

plans or sick leave plans only; those with a combination of the two plans were excluded from the sample.

The Report reveals that most sickness and accident benefit plans are underwritten by insurance companies and financed jointly by employers and employees; eligibility for coverage is usually established by a minimum three-month period in employment, and not restricted by the age of the employee; varying "waiting periods" are specified by different plans before benefit payments come into effect; and a flat amount of benefit payments is specified by 62 per cent of the plans covering three-quarters of the employees in the sample, and graduated benefits are provided by the rest of the plans. Differences in stipulation of a maximum benefit period were noted.

Sick leave plans are characterized by provisions for accumulation of credits and provisions directly related to payments under the plans. The former include service requirements before new employees become eligible to accumulate credits for sick leave, the basis on which credits are accumulated, the limits on accumulation, the restrictions on the amount of credits during a single absence, and the disposition of unused credits upon separation from employment. The latter include the effective day of payment of sick leave—this depends on the policy with respect to a "waiting period"—and the scale of pay during the absence.

This Report presents data in more than 30 tables for easy reference. Copies may be ordered from the Queen's Printer, Ottawa, at 25 cents each.

## Second Commonwealth Study Conference to Open in Montreal

The second Commonwealth Study Conference on the human consequences of the changing industrial environment is scheduled to open in Montreal on May 13, 1962.

Prince Philip will give the keynote address at the official opening, announced W. V. Ash, Vice-Chairman, and Gordon Hawkins, Executive Director.

Prince Philip will also be chairman of the plenary session on May 17, which will include a panel presentation on some aspects of industrialization and its human consequences in Quebec. He may also take part in a plenary session at the University of Toronto May 26, and attend the final sessions in Vancouver before the Conference ends there on June 16.

About 300 members from more than 30 Commonwealth countries are expected to attend.

\*Reports previously published in this Series are: *Provisions for Income Security in Canadian Manufacturing, 1959* (L.G. 1959, p. 1261); and *Shift Work and Shift Differentials in Canadian Manufacturing Industries* (see page 877).

## Salaries of Union Leaders Vary Greatly in the U.S.

Salaries of the leaders of big international and national unions cover a wide range, reports filed under the new Landrum-Griffin Act with the U.S. Department of Labor show. Many of these officials head unions which also operate in Canada.

The highest paid union head at present is James R. Hoffa, who receives a salary of \$75,000 plus an unlimited expense account; in addition, he gets \$25,000 as head of a union local.

The second highest paid official is George Harrison, of the Railway and Steamship Clerks, who drew \$60,000 in salary along with \$5,444 expenses during 1960.

The middle range is represented by such men as Walter P. Reuther, head of the Auto Workers Union, who received \$22,600 in salary plus over \$5,000 in expenses; David Dubinsky, of the International Ladies' Garment Workers' Union, with a salary of \$28,600, allowances of \$3,380, and expenses of \$2,636; and David MacDonald, of the United Steel workers, who got \$50,000 in salary and \$38,619 in expenses.

At the lower end of the scale, Costanzo Pagnano, President of the Granite Cutters Union, drew a salary of \$6,000 in 1959, plus \$1,438.00 expenses.

The AFL-CIO reported \$42,691 salary and \$6,281 expenses for its President, George Meany. Secretary-Treasurer William F. Schnitzler drew \$41,326 salary and \$7,370 expenses.

Labor Department officials figure that the average salary of the 25 union leaders on the AFL-CIO executive council is about \$25,000. The latest reports on the Department's file cover either the calendar year 1960 or bookkeeping years beginning at various dates in 1959.

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Claude Jodoin, President of the CLC receives \$16,000 salary plus compensation for actual expenses. Other CLC officials' salaries are: \$14,000 for Donald MacDonald, Secretary-Treasurer; and \$13,000 each for Executive Vice-Presidents William Dodge and Stanley Knowles.

## Gradual Retirement Plans Tried By Companies, Unions, Government

Gradual retirement rather than abrupt ending of employees' services at a fixed age is recommended by companies that have tried this approach to retirement. Gradual retirement is also endorsed by some union groups, and was adopted this year by the U.S. Department of Health, Education and Welfare for its employees.

Successful application of a gradual retirement plan is reported by the William Wrigley Jr. Company in Chicago, manufacturers of chewing-gum. It works as follows:

If an employee wants to keep working after the retirement age of 65, he must take leave without pay for one month during the first year after the age of retirement is reached, two months' leave during the second year, and so on. These absences are in addition to his regular vacation; and his retirement income is increased each year that his retirement is delayed.

For example, an employee making \$6,000 a year at 65, with a retirement income of \$3,000 a year available to him is permitted to continue with the company for three more years. At that time, his income is \$4,500 a year. His retirement income in the meantime increases 26 per cent from the original \$3,000, and since he is entitled to Social Security benefits of more than \$1,200 a year, he now has a greater income if he retires from the company than if he continues to work.

In this way Wrigley's employees are helped to get adjusted to living on a gradually smaller income each year and to find other things of interest than work to occupy their time. After eleven years of experience with this plan the company believes it is serving its intended purpose.

The gradual retirement program introduced by the U.S. Department of Health, Education and Welfare offers its employees two possibilities: they can either be given fewer or less-demanding job duties, or their time on the job can be reduced.

If the time-reduction plan is followed, it can take the form of a shorter work-day, or a shorter work-week (a four-day week, for example), or a shorter work year (with a month's vacation twice a year, for example, or intermittent employment with no regular tour of duty).

A number of possible applications of this system is given in a pamphlet entitled "Gradual Retirement in the Department of Health, Education, and Welfare", published by the Department.

Among the unions, District 65, Retail, Wholesale, and Department Store Union (AFL-CIO) has, in its pension plan negotiated with shop employers, a provision for "trying out retirement". It calls for a short-term trial retirement for those who are eligible to retire. Through the union, a six-month or a twelve-month leave of absence from the worker's shop is effected without the member losing his right for re-employment.

Other companies retire certain key personnel and then arrange to use their services on a consultant basis.



## Belgium Experiment Suggests Retraining Works for the Few

Retraining works if the worker is young enough and capable enough to learn new skills, and if he gets training in the fields where specific jobs exist; it is not a practical solution for the majority of workers.

These are among the main conclusions that can be drawn from an experiment conducted in the 100-square mile mining district of Borinage, Belgium, where coal pits are being closed as unprofitable by order of the High Authority of the European Coal-Steel Community.

Although limited in its significance because miners represent only a highly specialized kind of unemployed workers, this Belgian experiment represents probably one of the most systematic, large-scale retraining attempts available for study.

The coal mines in the district formerly employed more than 25,000 workers. Today, mining employment is under 11,000, with 2,000 more jobs slated to go by 1965. However, many of the laid-off miners were eligible for pensions; others were Italian nationals who returned home when their jobs disappeared.

In 1959, the Government began developing new industry in the Borinage district, with plans drafted for a great new transportation complex and with improvements and extensions of rail, highway and canal facilities. Work was also begun on an industrial park containing glass works, a corrugated container factory, a brewery, and a cellulose factory.

The retraining program was dovetailed into this development and offered training in skills required in construction work or by the industries planning to locate in the area.

Three schools trained masons, carpenters, and plumbers—12 to 15 of each at a time—with the courses averaging six months. Recently, a month's refrigeration training was added to the plumbing course. A course for glass works diemakers, lasting a year, is offered by a school which has capacity of 10 students. Three-month courses will train machinists and checkers for the new works, a total of 55 workers; and in a one-shot effort, a labour office met a request for 25 blow-pipe cutters by arranging to train 25 men, most of them ex-miners.

To date, some 100 ex-miners have been retrained for other jobs and, according to the local authorities, the number of those interested in and capable of training is pretty well exhausted. Even allowing for the fact that much of the retraining program is just getting under way, this tiny percentage

—1.3 per cent of the 7,000 who lost mine jobs since 1958 indicates the limitations of retraining.

The major obstacle was found to be the age barrier, as few underground workers over 35 were capable to be trained for anything else. The chances of above-ground workers were found to be better, with best prospects among the miners who also had had a previous experience in some other trade, even unconnected with the new skill they wanted to acquire. A reasonably good educational background was another advantage.

Many, of course, did not even apply for retraining, but became unskilled labourers in construction projects. It is believed that the future security of most Borinage ex-miners depends on the continued availability of skilled jobs rather than on retraining for skilled labour.

However, the retaining officials consider the program to be a success rather than a failure. They point out that retraining is not a large-scale solution, at least among the miners, as it helps only an "elite" group; but for this group, it is very worthwhile.

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## CLC Will Not Try to Influence New Party's Affairs—Jodoin

The relationship between the Canadian Labour Congress and the New Democratic Party was defined on the first day of the party's founding convention, held in Ottawa, July 31 to August 4.

CLC President Claude Jodoin strongly repudiated any suggestion that the Congress wished to dominate the New Democratic Party. At the same time, he asserted the right of the union movement to engage actively in politics.

"I declare most solemnly that once the New Party is formed... the Canadian Labour Congress will not interfere or try to influence the internal affairs of the New Party... As trade unionists we do not want to dominate, neither do we want to be dominated," Mr. Jodoin said.

A number of prominent union officials have been elected to the NDP executive. They include: Gérard Picard, President of the Montreal Central Council of the Confederation of National Trade Unions, named associate President; Eamon Park, Director, Legislative Department, United Steelworkers of America, chosen as Treasurer; and Fred Dowling, Canadian Vice-President of the United Packinghouse Workers of America, and Romeo Mathieu, also of the Packinghouse Workers, as Vice-Presidents.

# Shift Work and Shift Differentials in Canadian Manufacturing Industries

Of the approximately 2,500 establishments reporting regular shift operations, four fifths had shift differentials, usually extra pay

Regular shift operations were practiced by about one in three of the 7,500 Canadian manufacturing establishments, employing more than 819,000 non-office workers, who participated in the 1959 Survey of Working Conditions conducted by the Economics and Research Branch of the Department of Labour. But since the plants where shifts were worked included a number of large establishments, the number of workers on shifts operations amounted to about two thirds of the total number covered by the survey.

The results of the study are given in a new bulletin published by the Department of Labour, entitled *Shift Work and Shift Differentials in Canadian Manufacturing Industries*. The bulletin is No. 2 in the Labour-Management Research series\*, a set of monographs designed to deal with a variety of topics of particular interest to labour and management.

Some employees find shift work distasteful, since it tends to upset a worker's social and family life and his eating and sleeping habits, and in order to make such work acceptable the employer often has to offer compensating rewards to the shift worker, the introduction to bulletin points out. It remarks, however, that some workers for various reasons prefer shift work to normal day work.

The most common form of compensation for the drawbacks of shift work is extra pay, but it sometimes takes the form of a shorter working period with the same pay. The financial inducement may be given in the shape of a higher than normal level of basic wages, but the most common form is the payment of shift differentials, the survey showed.

Of the approximately 2,500 establishments that reported regular shift operations, four fifths paid shift differentials, and these plants employed 93 per cent of the total non-office employees engaged on regular shift work. The proportion of establishments paying shift differentials ranged from about 10 per cent in Newfoundland to nearly 33 per cent in British Columbia,

while the proportion of employees affected by differentials varied from 43 per cent in Newfoundland, New Brunswick, Manitoba and Alberta, to 71 per cent in British Columbia.

The survey showed that the "cents-per-hour" type of shift differential payment was the most common. Of all the manufacturing plants reporting differentials, 85 per cent paid a differential of this type, and the employees in these plans comprised 84 per cent of the total in all plants reporting differentials. This type of differential usually takes the form of a fixed premium per hour for all employees on the shift regardless of their basic pay.

A shift differential computed as a percentage of base rate is the next most common type of differential, but it was found in only about 10 per cent of all establishments reporting differentials of any kind. The printing and publishing industry was the only one in which this kind of differential was more prevalent than the cents-per-hour type.

Time differentials came third in order of prevalence in manufacturing. The effect of this kind of differential is that an evening or a night shift worker gets the same amount of pay per shift as a day worker in the same category, but works a shorter shift. A typical example is "8 hours pay for 7½ hours work". This kind of differential was used in establishments employing only about 2 per cent of the total employees in plants reporting differentials, and it was only in the iron and steel products, and the transportation equipment industries that this type of differential was found to be of any significance.

For manufacturing as a whole, the cents-per-hour differential for the evening shift was most commonly from 5 to 7 cents, 5 cents being paid in 402, and 7 cents in 304 establishments. For the night shift, the most usual differential in manufacturing as a whole was 10 cents an hour, this being reported by 384 of the 1,732 establishments reporting, covering 25 per cent of all employees. The next most common night shift differential was 9 cents, which applied in plants accounting for about 14 per cent of

\* No. 1—*Income Security Provisions in Canadian Manufacturing Industries*. (L.G., Dec. 1959, p. 1261).

the number of employees, though only 128 establishments were involved.

In some establishments the amount of premium paid for evening and night shifts was the same, but a higher night shift premium was more usual, occurring in 63 per

cent of the plants that reported both evening and night shift differentials.

Copies of this bulletin, which contains 12 tables in addition to the text, may be obtained from the Queen's Printer, Ottawa, price 25 cents each.

## Regional Factors in Industrial Conflict

Prof. Jamieson finds that, although strikes and lockouts in B.C. do not appear to have been proportionately larger or more frequent than elsewhere, they seem to last longer and to be more difficult to settle

The conditions that have given rise to the apparently widespread impression that British Columbia is the most "strike-prone" province in Canada were examined in an address given by Prof. Stuart Jamieson of the University of British Columbia at the 33rd Annual Meeting of the Canadian Political Science Association in Montreal in June. The address was entitled: "Regional Factors in Industrial Conflict".

The reputation of British Columbia in this regard has been strengthened by the passing in the B.C. Legislature of a series of new enactments "that impose unusually severe restrictions on organized labour," Prof. Jamieson remarked.

He described British Columbia as second only to Quebec among the provinces of Canada in its interest as a field for research in the phenomena of industrial conflict, "because it is a separate and distinct industrial complex, and has experienced patterns of industrial conflict that differ in certain important respects from other major regions of the country."

Official statistics seem to show that British Columbia has an unusually high incidence of strikes, the speaker said, but he pointed out that this was partly accounted for by the fact that a larger proportion of B.C. workers belongs to unions than is the case in the rest of Canada. Strikes are rarely undertaken by non-union workers, Prof. Jamieson said, and it was therefore to be expected that there would be a relationship between the frequency of strikes and the degree of unionization among the workers.

"Organized labour in British Columbia has accounted for about 15 per cent of total union membership in Canada from 1949 to 1959. This percentage is roughly equal to British Columbia's average proportion of all strikes and of workers involved in strikes over the nation as a

whole during the past decade," Prof. Jamieson said. "In general then, unionized workers in British Columbia have not gone on strike proportionately more frequently, nor in larger numbers, than their counterparts in the rest of Canada."

Nevertheless, although strikes and lockouts in B.C. do not appear to have been proportionately larger or more frequent than in the rest of the country, they do seem on the whole to have lasted longer and to have been more difficult to settle, the speaker said, and they have also been heavily concentrated in certain years and in certain industries. For instance, in 1952 and in 1959, British Columbia, with only 15 per cent of the total number of union members in Canada, accounted for almost 40 per cent of all workers involved in, and 60 per cent of all man-days lost by strikes.

The concentration of strikes in certain industries was exemplified, Prof. Jamieson pointed out, by the occurrence during the 1949-59 period in two industries only, lumber and construction with only 28 per cent of all union members in the province, of almost half the strikes and no less than a fifth of the losses in man-hours due directly to strikes in the province.

"This particular timing and location seems to indicate that, for various reasons . . . strikes and lockouts in British Columbia tend to be concentrated in industries that are most vulnerable to cyclical fluctuations in output and employment, and, in contrast to most other regions of this continent, they tend to be concentrated in years immediately following periods of intense economic expansion."

### Types of Strikes

Strikes, however, cannot be treated as if they were all of the same kind, the speaker continued. He distinguished between two main types of strikes: legally



authorized "interest" strikes, and protest or "wildcat" strikes.

The first of these "arise in the course of negotiating new or revised agreements, and in most provinces, including British Columbia, they must go through complicated conciliation procedures required by law before reaching the overt stage of a walkout or shutdown. The largest and most protracted strikes are almost invariably in this category," Prof. Jamieson said. "Economic issues are at the forefront of such disputes." Most of them are concerned with wages or fringe benefits, and many would say that struggles for power, status, recognition or prestige are behind them.

Usually strikes of this kind are undertaken "only after fairly careful examination and articulation of the issues involved, and after fairly lengthy negotiation, and in Canada conciliation," the speaker said.

"Protest" or "wildcat" strikes are those that are undertaken without the authorization of the union, in violation of existing agreements, or in contravention of disputes settlement procedure required by law, he continued. Most of them are small and of short duration, and "only a small fraction of them are rationally conceived and undertaken for specific economic goals."

They may include sympathy strikes, strikes against employment of non-union members or members of rival unions, protests against dismissals, demotions or disciplinary actions by management, complaints about food, board or other matters.

A large proportion of the strikes in the lumber and construction industries in B.C. between 1949 and 1959 were of the wildcat kind, and the prevalence of these strikes gave the main impetus to the punitive legislation enacted in recent years by the provincial legislature. The less frequent "interest" disputes, however, were overwhelmingly more important in the numbers of workers involved and in time lost, Prof. Jamieson said.

### Geographical Situation

In seeking to account for the peculiar nature of industrial conflict in British Columbia, the speaker mentioned as the most important factors: the geographical situation, which results in a close connection with the highly unionized and "strike-prone" regions of the United States, together with the "demonstration effect" of U.S. wage and living standards; the preponderance of certain industries found elsewhere to be unusually "strike-prone"; and the concentration of much of the industry,

and more than half the population of the province in Vancouver and its surrounding urban municipalities, with consequent centralization of control over the province's economic life.

The development of centralized industry-wide or multi-employer bargaining, on a regional scale to a degree not usually found elsewhere in Canada, was given by the speaker as one of the most important facts that help to explain the unusually long average duration of strikes and the high losses in man-days of employment in "interest" disputes over the negotiation of new or revised agreements. "Broadening the scale of bargaining tends to reduce the number of "interest" strikes that develop, but when they do occur they tend to be larger, more prolonged and costly," he remarked.

This trend toward centralized industry-wide bargaining also helps to explain the frequency of wildcat strikes in the lumber and construction industries, since it results in a situation in which both unions and employers are too remote from individual groups of employees to deal quickly with the numerous local grievances that give rise to such strikes.

### Uneven Pattern of Economic Growth

The final and most important factor leading to a high incidence of industrial conflict in British Columbia Prof. Jamieson held to be "the rapid but uneven pattern of economic growth that this province experienced during the 1950's." This was accounted for by "the basically unstable nature of the British Columbia economy, specialized as it is in a few resource-based industries, notably lumber, producing largely for shifting and uncertain export markets."

The speaker discussed at some length the construction industry's "central role in the erratic course of the British Columbia 'boom' and recession," and its "even more central role in the comparatively turbulent state of industrial relations in that province over the past decade."

In seeking to explain the inherent susceptibility of the construction industry in B.C. to recurrent long and bitter wage disputes, Prof. Jamieson spoke of the unstable and fluctuating nature of business and employment inherent in the industry, the tendency of construction workers to seek immediate gains rather than long-run security, the excessive readiness of employers during a boom to make "overly generous concessions... at the cost of periodic over-expansion and recurrent conflict."

"A series of large wage increases during a period of expansion tends to create a momentum of 'built-in expectations' that carries over into periods of decline or recession, when employers are forced to resist further union demands," the speaker pointed out. He also referred to the wide variations in the wage increases and other benefits won by the various building trade unions, due to differences in the demand for and supply of different kinds of skill, and in the militancy and bargaining power of the various unions.

These inequalities in wages and other benefits "disrupt a long-established wages structure . . . generate widespread dissatisfaction and conflict," and give rise to a "pressure of coercive comparison." If this pressure occurs after a time lag, "so that it meets head on with employer resistance during a down-turn, long-drawn-out strikes and lockouts are the result."

Maladjustments and conflicts arising from these conditions within the construction industry have tended to be made more extreme in British Columbia by the magnitude of the construction boom coupled with its greater instability in the province during the 1950's, as compared to the rest of the country," Prof. Jamieson continued, pointing out that from 1951 to 1957 "fluctuations in construction activity were far more extreme in British Columbia than in Canada as a whole."

This fluctuation could be largely accounted for, he explained, by "huge new industrial and resources development projects that have been carried out intermittently." (These projects included Kemano and Kitimat, the Trans-Mountain Oil Pipeline, and the West Coast gas pipeline.)

A further disturbing effect of this "lumpiness" of investment was that firms in charge of multi-million dollar projects had during boom periods offered wages and fringe benefits higher than other employers could afford in the long run. In subsequent periods of decline, after the major projects had been completed, other unions tried to win comparable wage increases "against a ceiling of stable or falling prices during the recession."

The turbulence of conditions in the construction industry had strong repercussions in the lumber industry, and it appears to have been the main cause of the largest and most protracted shutdowns in that field.

Although the construction and the lumber industries are fairly closely related to each other, there are important differences between them in regard to the size and nature of their respective markets, structure and

techniques of production, and elasticity of demand for labour, Prof. Jamieson pointed out. This means that similar collective bargaining demands in the two industries are differently met by the employers. The dependence of the lumber industry on export markets, in contrast to the construction industry with its almost entirely local market, the larger scale of organization in the lumber industry, and the much greater impact of technological change on employment in the lumber than in the construction industry, have put the woodworkers' unions in a weaker bargaining position than the construction unions.

"Wage increases for construction workers, consequently, were far larger than for lumber workers during the 1950's, and on those occasions in which the latter made serious efforts to achieve parity with the former resulted in protracted, industry-wide shutdowns," Prof. Jamieson explained.

Because of these connections between the two industries, the main disputes in the lumber industry have tended to follow closely on those in construction. "The very size of the labour force employed in lumber production, and its extreme importance to the provincial economy, however, mean that greater pressure, or if need be extraordinary measures, will be taken to try to avoid industry-wide strikes."

The lumber industry in B.C. tends to be "the main 'pattern setter' for other unionized industries. And major disputes in these others, including the protracted and costly shutdown of the pulp and paper industry during 1957-58, have generally been linked, directly or indirectly, to those in lumber and construction."

### Labour Disputes Legislation

The final factor that may contribute to the peculiar pattern of industrial conflict in British Columbia, though perhaps the most controversial and the most difficult to weigh, the speaker said, is the labour disputes legislation of the province. He recalled that he had said elsewhere that "the compulsory conciliation procedures required in most Canadian legislation are important in helping explain the fact that, since World War II, the average duration of strikes in Canada is higher than in other countries, even including the United States."

Prof. Jamieson admitted, however, that this argument could hardly be used to explain the longer average duration of strikes in B.C. than in the rest of Canada. The only feature peculiar to British Columbia legislation that might have a bearing on the matter was the provision requiring

a supervised secret ballot before strike or lockout action may be taken. "Critics allege that it tends to prolong strikes when they do develop, because it gives them the aura of official sanction.

"But all this is by way of speculation. The notable fact that does stand out in the British Columbia labour scene has been the remarkable consistency of the cyclical pattern of industrial conflict . . . All this in spite of numerous changes in legislation designed to reduce the frequency and impact of industrial disputes."

The deduction that one was tempted to draw from this experience, Prof. Jamieson said in conclusion, was that "even the best designed and most far-sighted labour disputes legislation (or the most severe and punitive for that matter) would have little or no effect upon the recurrent cycle of industrial conflict" in this province.

(Since the above address was delivered unions and employers in the British Columbia lumber and construction industries have signed new collective agreements that involve no wage increases.)

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## Special Capital Cost Allowances for Production of New Products

Canadian industry shows interest in program that allows firms to claim double depreciation for one year on assets acquired for manufacture of new products

Canadian industry has shown increased interest in the program of Special Capital Cost Allowances announced in the Supplementary Budget on December 20, 1960, as demonstrated by the value of assets covered by applications under both phases of the program; up to September 1 this exceeded \$82,000,000.

Municipalities, too, have shown interest in the benefits under the surplus manpower area phase of the program. Their applications have resulted in the designation of 18 areas and localities; seven more applications were under review at the beginning of September.

Under the program, an additional allowance, equal to the maximum normal capital cost allowance in the first taxation year of the assets, may be claimed by Canadian firms for assets acquired after December 1960 to make new products. In other words, it is permissible to claim double the normal depreciation allowance for one year.

This special allowance may be claimed during any of the first three years after the assets have been acquired. It is also permissible to allocate the special allowance over the three-year period.

Firms may qualify for the Special Capital Cost Allowances in one of two ways: first, any product not normally produced in Canada is eligible; secondly, even if a product is being manufactured in Canada, the firm may be eligible for double depreciation if it is located in a surplus manpower area and the product is not normally manufactured in *that* area. In other words, products that are not being made in surplus

manpower areas or localities may be considered as new even though the identical product is being produced elsewhere in Canada.

Since the release in March of the regulations covering the plan, the Department of Trade and Commerce has received from Canadian industry applications covering a wide variety of products, including chemicals, steel, textiles, electronics, plastics and foods. A representative cross-section of Canadian secondary industry is taking advantage of the program.

Some firms are establishing new plants and others are enlarging their present facilities in order to make new products and thus diversify their output.

Municipal authorities have also shown increased interest in the program, as they become aware of its benefits. Designation as a Surplus Manpower Area is an advantage to municipalities that wish to attract new industries. Municipal authorities desiring such designation may apply to the Department of Labour, which then undertakes the necessary investigation in co-operation with the National Employment Service.

The conditions governing the designation of areas and localities were outlined by the Minister of Labour in the House of Commons on March 2, 1961. In his statement a distinction was made between areas with a labour force of more than 10,000 and other areas with a labour force of fewer than 10,000. In order to qualify under the program, the larger areas must have been classified by the Department of Labour in a surplus labour market category (these



classifications are published monthly in the *LABOUR GAZETTE*) for 75 per cent or more of the 48 summer months from May to October inclusive 1953 to 1960, and industrial employment must have declined over the same period. Areas with fewer than 10,000 in the labour force must have been classified in a surplus labour market category for 50 per cent or more of the same 48 summer months, and industrial employment conditions must have generally deteriorated over the years.

The Department considers applications from various types of areas. Single municipalities, groups of municipalities, or counties may be considered if applications are made by appropriate authorities. The Department will also investigate the eligibility of other geographic units. If applications are received from the major municipality or municipalities within the boundaries of the area administered by a local office of the National Employment Service, the eligibility of the NES area as a whole may be investigated.

Following initial application for designation, an investigation is undertaken by the Department of Labour and the National Employment Service to determine the eligi-

bility of the area under the specified criteria. On the basis of available employment and unemployment statistics, conditions in the area or locality are reviewed over the period 1953 to 1960. Where necessary, additional information is obtained by means of interviews with officials of the area under consideration. When the investigation is completed, areas and localities that are found to meet the specified criteria are designated by the Governor-in-Council.

At the beginning of September this year, 18 areas and localities had been designated. The National Employment Service office areas designated under the program are New Glasgow, Springhill, and Amherst, N.S.; Newcastle, N.B.; Cornwall, Windsor and Elliot Lake, Ont. Localities designated are Drumbeller, Alta., La Broquerie, Man.; Matane, Tracy and Louiseville, Que.; Campbellton, Grand Falls-St. Leonard, Milltown, Port Elgin and Sackville, N.B.; and Louisburg, N.S. For 17 areas that applied for designation, investigation revealed that employment and unemployment during the period 1953-1960 did not meet the required conditions. Requests from 6 other municipal or county authorities were under review at the beginning of September.

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## Changes in 1961 in Provincial Workmen's Compensation Laws

Five Provinces amend compensation legislation at 1961 sessions of Legislatures, Alberta making most extensive changes. Yukon alters Compensation Ordinance

At the 1961 sessions of the Legislatures five provinces, Alberta, Manitoba, Newfoundland, Nova Scotia and Prince Edward Island, amended their workmen's compensation laws. The most extensive amendments were in Alberta, after a review of the Act by a special committee of the Legislature appointed in 1960. The Workmen's Compensation Ordinance of the Yukon Territory and the special New Brunswick Act dealing with persons who contracted silicosis prior to June 1, 1948, were also amended.

### Compensation for Disability

Four provinces raised the ceiling on annual earnings. The maximum annual earnings on which compensation may be paid were increased from \$3,000 to \$4,000 in Newfoundland and Prince Edward Island, from \$4,000 to \$5,000 in Alberta, and from \$4,500 to \$5,000 in Manitoba. In

Prince Edward Island, the new ceiling goes into effect January 1, 1962. The ceiling on annual earnings in the various Acts now ranges from \$3,600 to \$6,000.

The section of the Alberta Act setting out the method of computing compensation for permanent total disability was amended. The Board, as before, may choose the most beneficial of three alternatives. It may take into account the workman's average weekly earnings in industries subject to the Act in the 12 months immediately preceding the date of the accident, or the average weekly earnings of workmen employed at similar work in the same occupation, or the average weekly earnings of the workmen in industries under the Act during the three years (previously eight years) immediately preceding the January 1 before the date of the injury. The section dealing with permanent partial disability was also reworded to conform with the changes referred to above.

An important amendment in Nova Scotia provided for an increase in disability pensions in respect of past accidents. All workmen receiving temporary total, temporary partial, or permanent total disability pensions based on 66½ or 70 per cent of average earnings or of any difference in earnings, as the case may be, because of accidents occurring before April 1, 1959 are, from May 1, 1961, to be paid compensation at the rate of 75 per cent of earnings or of the same difference in earnings, as the case may be. The amount of compensation, however, must be computed on actual average earnings and may not exceed the maximum allowable rate of earnings upon which compensation was payable at the time of the accident.

A compensation rate of 75 per cent of earnings was adopted in 1959 but was made applicable in respect of accidents occurring on or after April 1, 1959. In 1960, however, the Act was amended to provide that workmen in receipt of permanent partial disability pensions computed at a rate of 66½ or 70 per cent of average earnings should, from May 1, 1960, be compensated at the rate of 75 per cent of earnings, the additional costs to be borne by the Consolidated Revenue Fund.

Another Nova Scotia amendment raised the minimum compensation for permanent total disability from \$100 to \$110 a month, effective May 1, 1961. The new rate is applicable to existing pensioners as well as to new ones.

A further amendment to the Nova Scotia Act was designed to clarify a provision adopted last year which provided that a totally disabled workman with at least two dependent children under 16 may be paid the same compensation as a widow with the same number of dependent children. The amended Act makes it clear that this compensation is payable irrespective of the date of the accident and that the costs of increases in past awards are to be paid out of the Consolidated Revenue Fund of the Province.

In Alberta, the minimum compensation for permanent or temporary total disability was increased from \$25 to \$35 a week. As before, however, where average earnings are less than the minimum, the amount of such earnings will be paid.

A new provision introduced in Alberta was designed to provide some relief for workmen in receipt of a permanent partial disability pension who later become eligible for temporary total compensation in respect

of the same injury. Before the Act was amended, this temporary total compensation was based on the rate in effect at the time the injury was incurred, which meant that it was sometimes lower than if based on present earnings. Now, if more than a year has elapsed since the initial award was made, and the combined awards are less than \$5 a day, the workman may be paid such temporary total compensation as together with his permanent partial disability compensation will bring his total daily compensation to \$5.

In Manitoba the provision prohibiting the payment of compensation in cases where an injury was attributable solely to wilful misconduct unless the injury was both serious and permanent was amended to permit compensation to be paid if the disability is either serious or permanent.

Two provinces, Manitoba and Nova Scotia, provided for the payment of new special allowances in certain disability cases. In Manitoba, the Board was authorized to pay an additional clothing allowance to a workman who, because of the nature of an injury in respect of which he has received compensation, must wear a prosthetic device. In Nova Scotia, the Board is now empowered to grant an additional allowance of up to \$20 a month to totally disabled persons who require special treatment, services or attendants in caring for themselves.

In Alberta, the method of paying subsistence allowances to persons undergoing treatment away from home was changed. Instead of an allowance of \$6 a day, an injured workman may now be paid a *per diem* allowance of \$8 for the first seven days of treatment and of \$6 for each additional day if the workman is maintaining a home with one or more dependants and of \$4.50 if he is not. This subsistence allowance is payable to claims in respect of past accidents as well as to new claims.

### Benefits in Fatal Cases

Benefits in fatal cases were increased in Alberta, Newfoundland and Prince Edward Island. As well as raising the benefits, Newfoundland made the increases to dependants of deceased workmen applicable to existing pensioners as well as to new ones. The costs of paying increases in respect of past awards are to be collected from employers in such a manner and at such times as the Board deems equitable.

The maximum allowance for funeral expenses was increased from \$200 to \$250 in Alberta and from \$200 to \$300 in Newfoundland. Another Alberta amendment

authorized the Board to pay up to \$50 for a burial plot. A similar payment is provided for in the Manitoba and Saskatchewan Acts.

The lump sum payment to a widow was increased from \$150 to \$200 in Alberta and from \$100 to \$200 in Newfoundland.

Widows' pensions were raised in Alberta, Newfoundland and Prince Edward Island. In Alberta the widow's allowance was increased from \$60 to \$75 a month. Furthermore, this \$75-a-month allowance will not be reduced to the former level when an existing pensioner becomes eligible for an allowance or pension under any federal or provincial social legislation, as has been the case. In Newfoundland the widow's monthly pension was raised from \$60 to \$75 and in Prince Edward Island from \$50 to \$65.

In Alberta the lump sum payable to a widow on remarriage was increased from \$720 to \$900.

In 1952 the Alberta Board was given discretionary power to pay benefits to a common law wife, but only in respect of accidents occurring after April 1, 1952. A new provision enables the Board to pay benefits to a common law wife irrespective of the date of the accident.

Allowances to children of deceased workmen were increased in Alberta and Newfoundland. In Alberta the monthly allowance to a dependent child under 16 (or under 18 if attending school) was increased from \$30 to \$40. The allowance payable to a dependent invalid child of any age was also raised from \$30 to \$40.

Another Alberta amendment increased from \$10 to \$25 the additional allowance payable, at the discretion of the Board, to a dependent child under 18 or a dependent invalid child of any age where the workman leaves no widow or widower or the surviving spouse subsequently dies or is confined to a prison or institution.

In Newfoundland, the monthly allowance of a child under 16 living with a parent was increased from \$20 to \$25 and that of an orphan child under 16 from \$30 to \$35.

In Newfoundland, total monthly benefits to dependants in case of death may not exceed 75 per cent of the workman's average earnings and must be reduced if the total monthly compensation exceeds this amount, subject to the minimum specified. In line with the increase in benefits referred to above, this minimum has been increased from \$130 to \$150 a month.

The provisions in the Alberta Act giving the Board authority to pay, in case of illness, an additional allowance of up to \$15 a month to a dependent widow in necessitous circumstances and up to \$10 to a dependent child were amended to permit the Board to make these payments irrespective of the date of the accident.

### Coverage

Five of the amended Acts provided for some extension of coverage.

In Manitoba, employees of the Metropolitan Corporation of Greater Winnipeg were brought under the Act. Another Manitoba amendment provides that an apprentice who suffers an accident while attending a prescribed apprenticeship class will be treated as a workman and will be entitled to compensation.

In Newfoundland coverage was extended to learners undergoing training or probationary work as a preliminary to employment and provision was also made for bringing members of a volunteer fire brigade under the Act upon the application of the municipality concerned.

Nova Scotia extended coverage to homes for the aged, welfare homes, municipal homes and convalescent homes.

An amendment to the Prince Edward Island Act also gave protection to learners, providing that a learner who is injured while undergoing training or probationary work may be paid compensation based on the wages paid to beginners in the trade or business.

A new section was added to the Alberta Act to provide protection for a workman subject to the Act who is directed by his employer to engage in a form of work that is outside the scope of the Act. If injured while performing such work, the workman will now be entitled to compensation as if the accident occurred in the course of his regular employment.

### Industrial Diseases

In Nova Scotia, tenosynovitis, defined as a condition resulting from vibration or excessive use of muscles of the arm, forearm, hand, leg, ankle or foot, was added to the list of compensable industrial diseases. Tenosynovitis (or some form of it) is also a compensable industrial disease in British Columbia, Newfoundland, Ontario, Quebec and Saskatchewan.

In Prince Edward Island, the definition of "accident" was broadened to include disablement arising out of and in the course



of employment. Previously the term was defined to include a wilful and intentional act not being the act of a workman and a fortuitous event occasioned by a physical or natural cause. The broader definition will make it possible for the Board to allow a claim for disablement which can be shown to have arisen over a period of time by reason of the nature of the employee's work as well as for injury caused by a specific accident. It will also permit the Board to pay compensation for any industrial disease that can be shown to have been contracted by reason of the nature of a workman's employment.

In Alberta, the Board may now provide medical aid for and pay compensation to a workman or his dependants if the workman has been exposed to silica dust in his employment in Alberta for 450 work shifts (previously three years) prior to his disablement.

Another Alberta amendment made it clear that the provision which states that, where the personal injury consists of disease that is due partly to employment and partly to other causes, the compensation paid is to be proportionate to the part of the personal injury due to the employment, does not apply to silicosis cases.

The special New Brunswick Act that provides for the payment of \$60 a month to a workman who is disabled as a result of contracting silicosis prior to June 1, 1948 or to a widow of a workman who died from silicosis contracted in the province before that date, was amended. The amendment, which went into force June 1, 1961, states that payment at the rate provided by this section will be made to the widow during her lifetime.

A Nova Scotia amendment gave the Board authority to employ medical experts or consultants to assist it in determining whether or not or to what degree a workman has been disabled by silicosis or coal miner's pneumoconiosis. A 1959 amendment had authorized the Board to make regulations, subject to the approval of the Lieutenant-Governor in Council, providing for the appointment of a medical board to advise the Board regarding silicosis and pneumoconiosis claims.

### Medical Aid

Newfoundland has amended the provision which provides that when a workman has been so seriously injured that he cannot continue his regular work the employer must provide him with free medical aid

or transport him without charge to a place where he may receive such aid. A new clause states that, whenever one of his workmen is injured, an employer must provide immediate transportation to a hospital, should that be necessary, or to a place where adequate medical care can be given and must also provide free medical care en route.

The section in the Nova Scotia Act prohibiting a physician, surgeon, or other person from charging an injured workman for services, medicines or materials for which payment is made by the Board was amended to extend this prohibition to hospitals and other institutions.

### Accidents Occurring Outside Province

The provisions of the Alberta Act setting out the conditions under which a workman is eligible for compensation for an accident occurring outside the province were amended to clarify the intention. Instead of providing that compensation is payable if the employment outside the province has immediately followed employment by the same employer within the province, the Act now states that compensation is payable if the employment outside the province is a continuation of this employment.

### Third Party Actions

An amendment was made to the section of the Newfoundland Act dealing with third party actions. This section provides that, if a workman is injured in the course of his employment in circumstances that entitle him or his dependants to bring an action against a person other than his employer, he or his dependants may either claim compensation or bring an action against the third party. A new provision states that, if a compromise settlement of any action is reached, it may not be less than the compensation provided in the Act except with the approval of the Board.

### Powers of Boards

In Newfoundland some changes were made in the provisions dealing with the jurisdiction and powers of the Board. As before, the Board has exclusive jurisdiction to hear and determine all matters arising under the collective liability section of the Act and appeals to the courts from its decisions are prohibited. A new provision was added giving the Board exclusive jurisdiction to determine (1) whether an injury or death in respect of which compensation was claimed was caused by an accident within the meaning of this Part;

(2) whether an injury has arisen out of or in the course of employment within the scope of the Act; (3) the existence, degree and permanence of disability by reason of any injury; (4) the degree of diminution of earning capacity by reason of any injury; (5) the amount of average earnings; (6) the existence, for purposes of the Act, of the relationship of any member of the family of a workman; (7) the existence of dependency; (8) whether or not any industry or any part of it is within the scope of the Act and the class to which it should be assigned; (9) whether or not any workman in any industry is within the scope of this Part and is entitled to compensation; (10) whether any particular disease is peculiar to or characteristic of any particular industrial process, trade or occupation to which this Part applies.

A further amendment states that no action for damages may be brought against the Newfoundland Board or any of its members "in respect of anything done by it or them beyond their jurisdiction as conferred by this Act if it was done in the *bona fide* belief that it was within its or their jurisdiction."

The Newfoundland Act gives the Board general authority to reconsider any matter previously dealt with and to rescind or amend any of its orders or decisions. In addition, a new provision has been added giving the Board express authority to reopen, review or adjust any claim or decision, either because an injury has proved more serious or less serious than it was originally deemed to be, because new evidence has been presented, or because a change has occurred in the condition of a workman or in the number, circumstances or condition of dependants or otherwise.

### Other Changes

The section of the Alberta Act that deals with cases where money is received by the Board by virtue of it being subrogated to the rights of a workman or his legal personal representative or his dependants was amended. Instead of applying to any settlement, the section now relates only to court judgments. Also, the reference to disfigurement was deleted, as the Board is authorized elsewhere to deal with such cases.

The provision in the Newfoundland Act prohibiting an assignment from or attachment against a workman's compensation payment, except with the permission of the Board, was amended to provide that no claim may be set off against it except, with the consent of the Board, when the debt is for board and lodging.

The section of the Nova Scotia Act dealing with the fishing and dredging industries was amended. In these industries, the employer is individually liable for the payment of compensation and must carry insurance to cover his liability. When an award is made, the employer must deposit the capitalized value of the award together with interest with the Board, which thereafter administers the payment. An amendment changed the rate of interest from 3 to 3½ per cent. This will not affect the compensation payable to a workman or his dependants but will result in slightly lower payments by the employer or the insurer to produce the same rate of compensation.

### Yukon Territory

Benefits in fatal cases were raised in the Yukon Territory, where the Workmen's Compensation Ordinance makes the employer individually liable to pay compensation and requires him to carry accident insurance for his workmen in an approved company unless he has made other arrangements satisfactory to the Commissioner of the Territory.

One amendment raised the lump sum payment for burial expenses from \$200 to \$250.

The monthly allowance to a widow remains \$50 in respect of accidents that occurred on or before December 31, 1955, and \$75 in respect of accidents that occurred between January 1, 1956 and July 8, 1961 (both dates inclusive). In the case of accidents occurring on or after July 9, 1961, however, the amended Ordinance provides for a monthly payment of \$100.

Payments to dependent children, other than invalid children, have been changed. Where the accident occurred on or before July 8, 1961, the payment remains \$25 a month and, as before, is payable only until the child reaches the age of 16. In the case of accidents occurring on or after July 9, 1961, the amended Ordinance provides that the monthly compensation is \$35 for the first child, \$35 for the second and \$20 for each additional child, further providing that this compensation is payable until the child attains the age of 18.

As before, compensation is payable to a dependent invalid child, irrespective of age. With respect to accidents that occurred on or before July 8, 1961, the payment remains \$25 a month. In the case of accidents occurring after that date, the compensation payable to a dependent invalid child is \$35 a month.

# Encyclical Letter by Pope John XXIII on the Social Problems of the Modern World

The 25,000-word letter, marking the seventieth anniversary of Pope Leo XIII's encyclical, restates the Roman Catholic doctrine on labour-management relations

A search for social justice is one of the themes of the Papal encyclical entitled "Mater et Magistra" (Mother and Teacher), issued in Rome last July by John XXIII in a restatement of the Roman Catholic doctrine on labour relations in this age of automation, state planning, and rising underdeveloped nations.

The 25,000-word encyclical letter to the Roman Catholic hierarchy and laity throughout the world marked the seventieth anniversary of Leo XIII's encyclical on social and labour matters issued in 1891 under the title "Rerum Novarum" (Of New Things).

A recapitulation of the main points made by previous church statements on social and labour policies, not only in the "Rerum Novarum" but also in the "Quadragesimo Anno" (Fortieth Anniversary) encyclical of Pius XI, and the 1941 Pentecost radio message by Pius XII, provided the background for the new encyclical.

Among the main points Pope John XXIII made were:

- A plea to allow workers to have a greater voice in industry at all levels.

- Strong statements upholding private property and private initiative as safeguards against political tyranny.

- The acceptance of the advantages of socialization and state welfare programs, provided their "negative aspects" are removed.

- A detailed discussion of the world agricultural crisis and the declining status of agricultural workers in relation to that of other workers.

In calling for a greater role for labour, the Pope welcomed profit-sharing plans and part ownership of business by the workers.

The encyclical did not deal with strikes.

Considering the role of state on economic matters, the Pope warned that state participation must not be "exercised so as to reduce ever more the sphere of freedom of the personal initiative of individual citizens". He warned that societies suppressing private initiative proceed toward political tyranny, economic stagnation and lack of consumer goods.

In reference to national education and health plans, the encyclical said that human beings had an almost irrepressible tendency to join together for the attainment of objectives beyond the capacity and means of the individual. While underlining the advantages of socialization, it warned against restrictions of individual liberty; however, it denied that growing socialization necessarily reduced men to automatons.

Low wages forcing masses of workers to live in subhuman conditions in contrast to the luxury of a few were deplored; workers should receive wages that would enable them to support their families and live a truly human life.

In the social field, the Pope mentioned the development of social insurance systems, the spread of labour movements, increased social mobility, and related phenomena.

Agriculture was characterized as a "depressed sector" of the economy and a large part of the encyclical was devoted to its problems. It called for the stabilization and integration of farm income and declared co-operatives and family-sized agricultural units to be the most desirable forms of farm enterprise. Gross disproportion between land and population in many countries was noted, but no elaboration on needs for land reform made.

## Extracts from the Pontiff's Letter

Following are some of the points of the encyclical relating to the field of labour relations:

### On Socialization

One of the typical aspects which characterize our epoch is socialization, understood as the progressive multiplication of relations in society, with different forms of life and activity, and juridical institutionalization.

Socialization makes possible the satisfaction of many personal rights, especially those called economic-social, such as, for example, the right to the indispensable means of human maintenance, to health services, to instruction at a higher level, to a more thorough professional formation, to housing, to work, to suitable leisure, to recreation.

At the same time, however, socialization makes the juridical control of relations between men ever more detailed . . . restricts the range of the individual as regards his liberty . . . makes it difficult for each one to think independently of outside influences.



Ought it to be concluded, then, that socialization, growing in extent and depth, necessarily reduces men to automatons? It is a question which must be answered negatively.

We consider necessary that the intermediary bodies and the numerous social enterprises in which above all socialization tends to find its expression and its activity, enjoy an effective autonomy in regard to public authorities and pursue their own specific interests in loyal collaboration between themselves, subordinately to the demands of the common good.

### **On Remuneration of Work**

Vast numbers of workers in many lands and entire continents are paid wages which condemn them and their families to subhuman conditions of life. This is doubtless due, among other reasons, to the fact that in these countries and continents the process of industrialization is just beginning or is still insufficiently developed.

In the economically developed countries, it not rarely happens that whilst great or sometimes very great remuneration is made for the performance of some task or one of doubtful value, yet the diligent and profitable work of the whole classes of decent, hard-working men receives a payment that is much too small, insufficient or in no way corresponding to their contribution to the good of the community or to the profit of the undertakings in which they are engaged, or to the general national economy.

We judge it, therefore, to be our duty to re-affirm once again that the remuneration of work, just as it cannot be left entirely to the laws of the market so neither it can be fixed arbitrarily. It must rather be determined according to justice and equity.

This requires that the workers should be paid a wage which allows them to live a truly human life and to face up with dignity to their family responsibilities, but it requires, too, that in the assessment of their remuneration regard be had to their effective contribution to the production and to the economic state of enterprise... especially with regard to the repercussions on the over-all employment of the labour force in the entire country, as also... common good of the international communities of different nature and scope.

### **On Economic Development**

In many economies today, the medium and large enterprises not rarely effect rapid and large productive developments by means of self-financing. In such cases we hold that the workers should acquire shares in the firms in which they are engaged, especially when they earn no more than the minimum salary.

The demands of the common good on the national level must be considered to provide employment to the greatest number of workers, to take care lest privileged classes arise, even among the workers, to maintain an equal balance between wages and prices, and make goods and services accessible to the greater number of citizens, to eliminate or keep within

limits the inequalities between sectors of agriculture, of industry and of services, to adjust, as far as possible, the means of production to the progress of science and technology, to regulate the improvements in the tenor of life of the present generation with the objective of preparing a better future for the coming generations.

### **On Participation of Workers in Enterprise**

We also hold as justifiable the desire of the employees to participate in the activity of the enterprise to which they belong as workers.

This demands that the relations between the employers and the employees be marked by appreciation, understanding, a loyal and active co-operation... and that the work be considered and effected by all the members of the enterprise, not merely as a source of income, but also as the fulfilment of a duty and the rendering of a service.

### **On Association of Workers**

Modern times have seen a broad development of association of workers... for the specific purpose of co-operation, in particular by means of collective bargaining. It is imperative that workers exert their influence beyond the limits of the individual productive units, and at every level.

Decisions that have the greatest bearing are those made by public authorities or by institutions that act on a world-wide, regional, or national scale, and pertaining to some economic sector of production. Hence, among such authorities or institutions, besides the holder of capital, the workers also should have a say.

We are happy to express heartfelt appreciation to the International Labour Organization, which for decades has been making its effective and precious contribution to the establishment in the world of an economic and social order marked by justice and humanity, where also the lawful demands of the workers are given expression.

### **On Rural Workers**

Rural workers must take an active part in their own economic advancement, social progress and cultural betterment.

Rural workers should feel a sense of solidarity one with another, and should unite to form co-operatives and professional associations, if they are to benefit from scientific and technical progress in methods of production. They need to organize to have a voice, for today almost nobody hears isolated voices.

They must try to reconcile their rights and interests with those of other classes of workers, and even subordinate one to the other if the common good demands it.

The rural workers can legitimately demand that their efforts be seconded and complemented by the public authorities. We express our satisfaction with (those) who are engaged in co-operatives, in professional groups, and in worker movements with a view of raising the economic and social standards of rural workers.

# Employment Trends in Great Britain 1950-1960

The total working population increased by 1,480,000 during the decade. The rate of increase was much greater among the females than among the males

During the decade 1950-60 the total working population\* of Great Britain increased by 1,480,000, of whom 560,000 were males and 920,000 females, according to an article "Employment Trends in Great Britain 1950-60," published in the *Ministry of Labour Gazette* for July.

The rate of increase among females during the 10-year period amounted to 12.7 per cent, compared with an increase of only 3.6 per cent in the male working population. Most males of working age are already at work, and the reserve of labour which may be attracted into the working population contains many more women than men, the article points out. A large number of these have been drawn into the labour force during the decade as a result of the high demand for labour and the propensity of women, particularly married women, to seek work.

As a result of the decrease in the size of the armed forces during the decade, with fewer men being drawn away from civil occupations, the increase in the numbers in civil employment, amounting to 1,630,000, was greater than the increase in the total working population. Males in civil employment increased by 710,000, females by 920,000.

The increase in the working population varied from year to year according to the demand for labour. In each of the twelve-month periods ended mid-1951, mid-1954, mid-1955 and mid-1960 it increased by a quarter of a million or more. The only period when it decreased in size was between mid-1957 and mid-1958, when it fell by more than 100,000.

## Effect of Changes in Total Population

The main reason for the increase in the number of males in the working population was an increase of about 400,000 in the number of males in the total population within the normal working age range (15-64 for males). On the other hand, the number of females in the population within the normal working age range (15-59 for

females) fell by about 100,000, and the increase in the female working population took place despite this fall.

The rise in the birth rate that began during the war years was just beginning to have an effect on the working population at the end of the decade. From 1950 to 1959 the average number of boys and girls under the age of 18 who were employees was 1,370,000, varying from 1,400,000 in 1954 to 1,330,000 in 1958; but in 1960 the number rose to 1,480,000.

## Postponement of Retirement

A further factor increasing the male working population up to 1957 was the tendency to postpone retirement. This was due to the strong demand for labour and to the incentive given by the National Insurance Scheme to certain men aged 55-65 who became insured in 1948 ("late-age entrants") to postpone retirement until 1959.\*

The long term trend in this century, as a result of the more widespread adoption of pension schemes and greater provision being made for the aged, has been for workers to retire earlier. In 1921 about 80 per cent of men aged 65-69 were still in the working population. By 1951 this proportion had fallen to 47 per cent, but in the ensuing years it rose slowly to 54 per cent in 1957. As a result of the retirement of late-age entrants and some slackening in the demand for labour, the proportion of men in this age group who were in the working population in 1959 had fallen to 45 per cent, but in 1960 the proportion had risen slightly again to 45½ per cent in response to the increased demand for labour.

## Employment of Married Women

The increase in the female working population was very largely due to the increased employment of married women. In 1950 there were 2,850,000 married women employees, 41 per cent of all female employees. In 1960 the number and proportion had risen to 4,090,000 and 52 per

\*Late-age entrants into national insurance are those who became insured for a pension on or after July 5, 1948, when the National Insurance Scheme came into full operation and who on that date were men aged between 55 and 65 and women aged between 50 and 60. They could qualify for a pension 10 years after the start of the National Insurance Scheme. Over 400,000 late entrants, including 100,000 wives entitled to a pension on their husband's insurance, became entitled to retirement pensions in July, 1958.

\*The total working population consists of all persons aged 15 and over who work for pay or gain, or who register for such work. It comprises (i) all persons in civil employment; i.e. employers, persons working on their own account and employees, part-time workers being counted as full units, (ii) all persons without jobs registered for employment, and (iii) the forces.

cent respectively. This is partly because the number of married women in the total population increased, but it is also the result of married women's being retained in or drawn into the labour market by the very high demand for labour.

A woman who works after marriage normally has two or more main spells of employment separated by the years in which she is rearing young children. Every year there is an exodus of young married women from the labour market and a re-entry of older married women. The greater the demand for labour the longer the exodus after marriage is delayed and the earlier the time for re-entry arrives. Young people are tending to marry at an earlier age and in consequence there is a tendency for this movement out of and back into the working population to take place at an earlier point in time in the life of the working wife.

### Part-time Workers

Some women by reason of their domestic circumstances seek part-time work only, and there has been an increase in part-time working during the decade. Precise statistics are not available, except for the manufacturing industries, but it is estimated that the total number of part-time women workers, including those in manufacturing, has risen from about a million to more than one and a quarter million. In the manufacturing industries, the number of women working part-time increased by 50,000 from 320,000 to 370,000, i.e., from 11½ per cent to 13 per cent of all female employees. The upward movement was not, however, constant throughout the period, varying with the demand for labour, to which part-time working is particularly susceptible. The main manufacturing industries employing part-time women workers are textile, clothing, food, drink and tobacco, engineering and metal goods. As the result of a large fall in part-time working in textiles and clothing, industries which traditionally employ a large number of women, and a fall in engineering and metal goods, the number of women working part-time in manufacturing fell in 1952 and in 1953, when it was down to 270,000. By 1956, there had been little change in part-time working in textiles and clothing, but there were increases in the other industries, particularly in the manufacture of food, drink and tobacco, raising the level to 350,000. Numbers then fell to 320,000 in 1959, but there was a further upsurge in 1960 to 370,000; the increase, which was general, was largest in engineering and food, drink and tobacco.

### Administrative, Technical and Clerical Workers

The proportion of workers in the manufacturing industries in administrative, technical and clerical employment has been increasing steadily for many years. In 1924 it was 10½ per cent, in 1935 it was 13 per cent and in 1950 it was 16½ per cent. By 1960 it had risen to more than 21 per cent, and there were than 1,880,000 such workers in a total of 8,840,000 employees.

In the 10 years from 1950-1960 the number of administrative, technical and clerical workers in manufacturing increased by more than 600,000, particularly in chemicals, engineering and vehicle manufacture, all industries which employ a high proportion of such workers. During that time the number of operatives increased by a little more than 300,000. Even in industries such as textiles and clothing in which total employment decline, the number of administrative, technical and clerical workers showed some increase.

### Industrial Changes

#### General

During the decade there was an increase of 860,000 (7 per cent) in the numbers employed in the production industries (agriculture, forestry, fishing, mining, quarrying, manufacture, construction, gas, electricity and water) and an increase of 780,000 (8 per cent) in the service industries (transport and communication, distribution, public administration, professional, financial, scientific and miscellaneous services). Employment in the service industries increased steadily throughout the period but, despite the general upward movement, there were some fluctuations in employment in the production industries, where the numbers fell by more than 100,000 from 1951 to 1952 and by nearly 200,000 from 1957 to 1958, but increased by 225,000 from 1953 to 1954, by 250,000 from 1954 to 1955 and by 300,000 from 1959 to 1960, the biggest change (2.4 per cent) in any single year in the period.

#### Changes in the Production Industries

Employment increased in the manufacturing industries, apart from the manufacture of textiles and clothing, where there was a decrease of 210,000 (12 per cent). The biggest increase was in metals, engineering and vehicles and amounted to 830,000 (21 per cent). Other increases were 80,000 (18 per cent) in the manufacture of chemicals, 120,000 (15 per cent) in food, drink and tobacco manufacture,



and 160,000 (11 per cent) in miscellaneous manufacturing industries. There was an increase of 120,000 (8 per cent) in construction. Employment fell in the extractive industries. In agriculture there was a decrease of 180,000 (15 per cent). In mining and quarrying there was a decrease of 90,000 (11 per cent).

#### *Changes in the Service Industries*

Employment in distribution increased by 500,000 (19 per cent); in the professional services, particularly education and the medical services, by 450,000 (28 per cent); and in insurance, banking and finance by 110,000 (24 per cent). There were decreases of 120,000 (6 per cent) in transport, the result of less employment in railways and road passenger transport, and of 160,000 (37 per cent) in private domestic service.

#### *Industrial Changes by Sex*

Among male workers the main changes were increases in the manufacturing industries, apart from textiles and clothing, and in the professional and scientific services, and decreases in agriculture, mining and transport. Among females the main changes were very considerable increases in the distributive trades (360,000,

*i.e.*, 32 per cent), in the professional services (310,000, *i.e.*, 32 per cent) and in insurance, banking and finance (70,000, *i.e.*, 46 per cent), increases in metals, engineering and vehicles, and in food, drink and tobacco manufacture, and decreases in textiles and clothing and private domestic service.

#### **Future Trends**

Given the expanding economy which a policy of full employment presupposes, most of the main trends observable in the past 10 years are likely to continue, although the change from year to year will vary with the precise level of the economy. The "bulge" of school-leavers will in the next few years increase the supply of young labour, though the growing tendency to continue full-time education beyond the minimum age for leaving school may delay the entry of boys and girls into the labour force. The average number reaching the age of 15 each year in the past 10 years was 660,000 but in the next 10 years will be 780,000. This will go some way to meet the additional demand for labour, but there is still likely to be pressure on marginal workers such as married women and pensioners to remain in or to re-enter the labour force.

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## **TUC Urges U.K. Government to Ratify ILO Equal Pay Convention**

The General Council of the British Trades Union Congress have written to the Minister of Labour urging the Government to ratify ILO Convention 100, which requires each ratifying state to "promote and ensure the application to all workers of the principle of equal remuneration for men and women workers for work of equal value." This is a change of policy for the TUC which up to this time has advocated the implementation of equal pay through collective bargaining. (See May, p. 466, and page 910, this issue.)

The new approach is the result of an inquiry carried out by executive officers of the Council affiliates to find out what progress individual unions had made in securing equal pay and what obstacles they were meeting.

Replies were received from 48 unions. Although a few unions had succeeded in narrowing the gap between male and female rates in some industries and trades, most of them reported failure in their attempts to secure equal pay for industrial workers. They stated that the intractability of employers had been the main obstacle to progress, but they also emphasized difficulties in determining the comparability of work done by the two sexes, and the absence of recognized grades of skill for women workers.

Because of this lack of progress the Council concluded that legislation might have to be introduced to enforce equal pay in industries where employers were not willing to introduce it by collective bargaining.

## 48th Annual Meeting of the International Association of Personnel in Employment Security

"We are faced with the challenge of an economy that is expanding, but not expanding fast enough to absorb the growth of the labour force," said Laval Fortier, Chief Commissioner of the Unemployment Insurance Commission, in addressing one of the opening sessions of the 48th annual convention of the International Association of Personnel in Employment Security, held on July 3 to 7 in Washington, D.C.

This challenge was being met by an intensive campaign to increase Canadian exports, by taking measures to develop secondary industry in every possible way, and by increasing efforts to augment the skills of the labour force through academic education and by vocational and technical training, the speaker said.

Col. Fortier quoted Hon. Michael Starr, Minister of Labour, Canada, as saying that at the present time jobs were being offered in Canada that people without jobs were not competent to take owing to lack of education or training, and that it was not too much to say that "our whole future depends on a well-trained work force."

The Chief Commissioner outlined some of the differences between the Canadian and the United States systems of employment service and unemployment insurance service, pointing out that while in the United States each state is responsible for its own program, in Canada these services are administered by one central body, the Unemployment Insurance Commission, "a body representative of employers, workers and the Government."

Col. Fortier sketched the improvements in the Canadian employment service and unemployment insurance service, as an apparent result of which placements had increased 11.7 per cent during recent recession months.

William Thomson, Director of the Canadian National Employment Service, speaking at the same session, drew attention to the increase in the technological demands that were being made upon workers, and said that the NES was promoting the idea that improving the quality of the labour force is everybody's business.

Mr. Thomson said that 3,000 school dropouts were estimated to be returning to school each year as a result of the advice given by employment counsellors. He spoke of the value of pre-employment records that are being furnished in increasing numbers

to local offices by schools, and of summer courses promoted by the NES to enable pupils to catch up in subjects in which they were backward.

Success in efforts to obtain and keep qualified staff, establishment of placement offices on many Canadian university campuses, the financial agreements entered into by the federal Government with the provinces for the training of unemployed workers, and payment by the UIC of benefits to unemployed workers who were taking training at their own expense, were among other measures for dealing with unemployment mentioned by the speaker.

Another Canadian speaker at the conference, James McGregor, Director of Unemployment Insurance in the UIC, related some of the experiences that Canada had had in connection with extended benefit payments, including seasonal benefit and benefit to fishermen. He observed that Canada, like the United States, had considered extending unemployment insurance coverage to agricultural workers, and he described some of the administrative problems that this would involve.

"There is a misconception amongst insured persons . . . that because they have 'paid in' they should get something out. With the idea of counter-acting this misconception we increased in the last year an enforcement staff by more than 50 per cent. These new officers are engaged for the most part in an educational campaign for claimants," Mr. McGregor told the conference.

The fact could not honestly be evaded that this 48th annual meeting of IAPES was convened under "a cloud of new and serious doubt and concern about the present and future economic security of employment in the American economy," said W. Willard Wirtz, United States Undersecretary of Labor, in his keynote address to the convention.

He deplored the general apathy toward unemployment, "its pain and shock dulled by the temporary sedation of unemployment insurance benefits," and he contended that "capitalism will have lost its conscience, and America her title deed, if we abandon the idea that in this democratic capitalism there is and will always be full economic opportunity for everybody willing to work."

United States Secretary of Labor Arthur J. Goldberg told the convention that for the past decade American products had dominated world markets while the older economies and the struggling new ones were developing competitive strength. "Now we find ourselves engaged," he said. "Obsolescence of skill, great expansion in the young population, foreign competition—these are some of the larger elements that require of our employment security system a new energy and a new dedication." The system, its officers and personnel, "have a very great and important part to play" in the attack on unemployment, Mr. Goldberg commented.

Richard Lyman, Manpower Chief of the International Labour Organization, Geneva, Switzerland, was the chief speaker on International Day, July 5, when members from India, Mexico, Sweden, Switzerland, and the United Arab Republic discussed the manpower situation, unemployment insurance and employment service in their respective countries.

Richard D. Peters, Editor of the *Indianapolis Times*, received a special IAPES citation for promoting a job opportunities campaign that included the publication

without charge of more than 4,000 classified advertisements listing job openings, more than 90 per cent of which were filled. The Association's "Citation of Merit" for helpfulness to employment security administrators in obtaining adequate financing for the employment security program during the past several years was awarded to U.S. Senator Lister Hill of Alabama.

In the election of officers, Edwin F. Fultz, Little Rock, Ark., was chosen as President of IAPES, succeeding Benjamin H. Cohen, Baltimore, Md. Marcel Guay, Montreal, Director of the Quebec Region of the Unemployment Insurance Commission, moved up to be first Vice-President, after having been chairman of the Association's finance committee during the previous year. George Toll, Long Beach, Calif., was elected second Vice-President; Myrtle B. Fowler, Tallulah, La., was elected Secretary; and Lowell J. Black, Montgomery, Ala., was re-elected Treasurer. Leslie Fraser, Manitoba, R. W. Willcox, Ontario, and Hamilton Baird, New Brunswick, were elected to the Executive Board.

Chicago, scene of the first IAPES convention in 1913, was chosen as the site of the Jubilee Year Convention in 1963.

## Labour Legislation of the Past Decade—IX

Ninth and concluding article in series reviewing developments since 1950 in Canadian labour legislation deals with dispute settlement, definition of "union"

This article deals with changes in dispute settlement provisions (under the headings conciliation services, provision for an imposed settlement, special legislation

to deal with particular emergency disputes, jurisdictional disputes and disputes during the term of an agreement); trade unions (definition and legal status); and enforcement.

### Part 7—Labour Relations and Trade Union Legislation (cont'd.)

#### Dispute Settlement

##### Conciliation Services

The principle of government intervention, if the collective bargaining procedures required by the Act do not lead to agreement, is now common to all the Acts, provision for the services of a conciliation officer having been added to the Prince Edward Island legislation in 1958. The procedures under which conciliation services are made available have not changed substantially in the period. Under the Saskatchewan Act there is no formal procedure for requesting the services of a conciliation officer, but a service is available. If either party requests a conciliation board, the

procedure is very similar to that in other provinces. Conciliation services are, in all other provinces, provided at the point at which there is failure, after negotiation, to agree on the terms of a collective agreement and one of the parties requests conciliation services. The Ontario Act, as passed in 1950, required applications for conciliation services to be made to the Board, and placed on the Board the obligation of screening such applications to determine whether the parties had in fact bargained, on the principle that there should have been genuine bargaining between the parties before government assistance was requested.



The series of articles titled "Labour Legislation of the Past Decade," publication of which began in the December 1960 issue of the *Labour Gazette*, will be reprinted as a booklet.

This series reviewed developments in labour legislation in Canada in the years 1951 to 1960, and serves as a supplement to the article "Fifty Years of Labour Legislation in Canada," published in the 50th Anniversary Issue of the *Labour Gazette*. That article described the most important labour legislation in each decade from 1900 to 1950.

The two-stage conciliation procedure, first a conciliation officer, and if there is still no agreement, a conciliation board consisting of a nominee by each party, together with a chairman selected by them or by the Minister, has been retained as the normal procedure in all jurisdictions. During the period, the Alberta and British Columbia Acts were amended to make the appointment of a conciliation board more specifically a matter of discretion. An amendment in Alberta in 1950 gave the Board of Industrial Relations the duty of considering the conciliation officer's report and advising the Minister whether a board should be appointed. Somewhat similar changes were made in 1954 in British Columbia by providing that the conciliation officer may make recommendations respecting the matters in dispute and, at the discretion of the Minister, the conciliation officer's recommendations may be sent to the parties and may take the place and have the same effect as the report of a conciliation board, thus becoming the last step in the conciliation procedure.\*

All of the Acts specify time limits for the various stages of the conciliation process, but these may be exceeded by agreement of the parties and have frequently been extended. An attempt to cut down the delays by reduction in time limits was made in 1954 in British Columbia and Ontario, and further efforts to cope with the problem of delays were made in Ontario in 1957 and 1960 and in Newfoundland in 1960. In both Ontario and Newfoundland, the Minister was authorized to replace a board member who cannot enter on his duties so as to enable the board to report in a reasonable time (a provision which has been included in the Alberta

Act since its passage in 1947). The Minister may also replace a chairman in Ontario if he cannot proceed expeditiously with his duties. In Ontario, also as a result of the 1960 amendment, the board is required to report its findings within 30 days of its first sitting. The 30-day period may be lengthened by one extension of 30 days at the request of the chairman or up to 90 days by agreement of the parties. Any extension beyond 90 days requires the consent of the Minister. If the time limit expires and no extension has been granted, the proceedings are automatically terminated. Where a board is unable to report within the time allowed, or there is no majority agreement, a notification by the chairman to the Minister to this effect constitutes the report of the board.

A provision to enable the parties to a dispute to have the Minister appoint a mediator of their own choosing was inserted in the Ontario Act in 1960. On being appointed by the Minister, such a mediator, who would be paid by the parties, would have the same powers of investigation and inquiry as a conciliation board and his report would have the same effect as the report of a conciliation board. Provision has been made in the British Columbia legislation since 1947 for a mediation committee of the parties' own choosing as an alternative to a conciliation board.

The concept of the main function of the conciliation board has not changed during the period. As expressed in the federal Act, it is "to endeavour to bring about agreement between the parties in relation to the matters referred to it." All the Acts place upon conciliation boards the function of reporting their findings and recommendations to the Minister of Labour\*, and most of the Acts specify that the Minister may publish the report in such manner as he sees fit. In Ontario, where, since 1950, the legislation has made no mention of publication, reports are not in fact made public, and in British Columbia, only a summary of the majority report. In the other jurisdictions, copies of reports are made available to the press and are available on request.

Under the Alberta legislation throughout the period, a vote of the employees affected has been required on acceptance or rejection of the majority report.

As a result of a provision introduced in 1954, British Columbia has a somewhat similar procedure relating to acceptance or

\*A provision was added to the British Columbia Act in 1961 to the effect that if a conciliation officer is unable to bring about agreement, and he recommends only that a conciliation board should not be appointed, the Minister may bring the conciliation services to an end by advising the parties in writing that a board will not be appointed.

\*A 1961 amendment in Quebec provides that, except in the exceptional case where the parties have agreed in writing to abide by the board's decision, the board will report only that agreement has been reached or that there is still disagreement.

rejection of the recommendations of a conciliation board (or the recommendations of a conciliation officer where his recommendations take the place of a board report). There is not to be a lockout or a strike if the employer and a majority of the employees entitled to vote are in favour of accepting the report.

All the Acts, except the Saskatchewan Act, continue to prohibit strikes and lockouts until the conciliation procedure has been completed†. In Saskatchewan, a strike or lockout may not be commenced during the functioning of a conciliation board, which may be appointed by the Minister upon application of either party to a dispute.

The normal conciliation process described above leaves the parties to a dispute with a recommendation for settlement before them, but they are free to accept or reject it and the prohibition on strikes and lockouts is removed within a short period after the board's report is filed with the Minister, in most Acts seven days.

†A 1961 amendment in Quebec brings the period during which strikes and lockouts are prohibited to an end 75 days after receipt of the application for conciliation services (90 days after in the case of a first agreement) even if 14 days have not elapsed after the Minister has received the report of the conciliation board.

### Provision for an Imposed Settlement

In 1950, Quebec had legislation—the Public Services Employees Disputes Act of 1944—which made provision for binding settlement of disputes in certain “public services”, defined to include provincial and municipal government services, hospitals, and a number of public utility services whether publicly or privately owned. The Act prohibited strikes by employees subject to it, and provided some form of arbitration of contract disputes for all groups except civil servants, where the provincial Civil Service Commission was said to be the final authority.

Before 1950, British Columbia and Ontario also had legislation providing for binding arbitration of disputes between municipalities and their policemen and firemen.

Before the end of 1960 a number of other provinces had made provision for final settlement of disputes for certain categories of services. The provisions in effect at the end of 1960 are indicated in the table below.

With respect to policemen, the legislation of Alberta, Ontario and Quebec provides that while they may belong to a police association, and such an association may bargain for them, and, if it has majority support, must be recognized by the municipality, they may not belong to a trade

### PROVISION FOR FINAL SETTLEMENT OF CONTRACT NEGOTIATION DISPUTES

Province	Legislation	Date Settlement Provision First Enacted	Persons or Situations Covered	Method of Prescribing Settlement
Alta. ....	1. The Police Act	1953	Members of a municipal police force	Ad hoc arbitration board
	2. The Fire Departments Platoon Act	1954	Full-time firemen	Ad hoc arbitration board
	3. The Alberta Labour Act, s. 99.	1960	A situation where, in the opinion of the Lieutenant-Governor in Council, there exists a state of emergency arising from a labour dispute in such circumstances that life or property would be in serious jeopardy by reason of an interruption of system for supplying water, heat, electricity or gas, or of hospital services.	After an emergency is proclaimed, strikes and lockouts are prohibited. The Minister of Labour is authorized to establish a procedure to assist the parties to the dispute to reach a settlement, and is empowered to do all such things as may be necessary to settle the dispute.
B.C. ....	Municipal Act, s. 192	1949	Members of a municipal police force; municipal firemen	The recommendation of a conciliation board appointed under the Labour Relations Act is binding upon the municipality or Board of Commissioners of Police and upon the firemen or policemen employed by the municipality.

**PROVISION FOR FINAL SETTLEMENT OF CONTRACT  
NEGOTIATION DISPUTES (contd.)**

Province	Legislation	Date Settlement Provision First Enacted	Persons or Situations Covered	Method of Prescribing Settlement
Man.....	1. Fire Departments Act	1954	Full-time fire fighters	Ad hoc arbitration board
	2. Labour Relations Act, ss. 75-78.	1958	Employees of the Manitoba Power Commission, the Manitoba Telephone Commission, the Manitoba Hydro-Electric Board, and the Winnipeg Electric Company, and those employees of the Liquor Control Commission required for operation or carrying out of the Liquor Control Act	Award of 3-member mediation board chosen from panel nominated by the parties and the Minister of Labour. Either party may appeal the award to the Lieutenant-Governor in Council. After a hearing the Lieutenant-Governor in Council may make an order confirming or varying the award of the mediation board and may declare that uninterrupted operation is essential to the health and well-being of the people of the province. Where a declaration of essential work has been made by the Lieutenant-Governor in Council, strikes and lockouts are forbidden.
Ont.....	1. Fire Departments Act	1947	Full-time fire fighters, if either party applies for arbitration	Ad hoc arbitration board.
	2. The Police Act	1950	Members of a municipal police force, if either party applies for arbitration	Ad hoc arbitration board.
Que. ....	Public Services Employees Disputes Act. An Act respecting municipal and school corporations and their employees, 1949, c. 26	1944	(1) Municipal and school corporations. (2) Public charitable institutions within the meaning of the Quebec Public Charities Act (c. 187) (3) Insane asylums. (4) The following businesses: the transmission of messages by telephone or telegraph, transportation, railways, tramways, navigation, or the production, transmission, distribution or sale of gas, water or electricity, —excepting railways under the jurisdiction of the Parliament of Canada. (5) The services of the Government of the Province, but only as regards the functionaries and workmen contemplated by the Civil Service Act (c. 11) and subject to the provisions of the said Act.	(1) Disputes between municipal and school corporations must be referred to arbitration boards set up under "An Act respecting municipal and school corporations and their employees," which hold office for two years. (2) (3), (4)—Disputes between these public services and their employees must be referred to arbitration either under the terms of their collective agreement or as provided in the Quebec Trade Disputes Act (an ad hoc board). (5) The Civil Service Commission shall act as a council of arbitration.  Strikes or lockouts are prohibited in all circumstances.
Sask.....	1. City Act	1953	Members of a municipal police force, subject to condition that local union's constitution contains a no-strike clause.	Ad hoc arbitration board
	2. The Fire Departments Platoon Act.	1953	Full-time fire fighters, subject to condition that local union's constitution contains a no-strike clause.	Ad hoc arbitration board

union that admits other categories of employees. "An Act respecting public order", passed in 1950 in Quebec, further provided that a trade union that admitted members of a municipal police force would not be eligible to be certified as a bargaining agent. A similar limitation on the right of association applies to provincial civil servants in Quebec, who may not belong to an association which has any other category of employees as members.

### Special Legislation to Deal with Particular Emergency Disputes

On three occasions during the decade, special legislation was enacted to bring a labour dispute to an end and when the normal dispute settlement procedures had failed to bring the parties to agreement and the government considered that an emergency existed.



The first such legislation was the federal Maintenance of Railway Operation Act passed in August, 1950, to bring an end to a general railway strike. The Act required the resumption of operations by the railways and the settlement of the dispute. Operations were to be resumed within 48 hours after the enactment of the legislation, and every employee on strike was required to return to his duties. As an interim settlement, all employees were to receive an increase of four cents an hour. The Act further provided that if the parties were not able to reach agreement, the Government would appoint an arbitrator. The parties did not reach agreement in the prescribed time, and the Government named an arbitrator who made an award in December, 1950.

The second occasion was in the summer of 1958, when a strike tied up the British Columbia Coast Steamship Service of the Canadian Pacific Railway, a shipping operation subject to federal legislation. The situation was considered urgent because certain essential supplies and services to Vancouver Island and coastal points were almost entirely discontinued. To end the strike, Parliament passed the British Columbia Coast Steamship Service Act, requiring the return to work of striking employees, and providing for the appointment of an administrator to restore and maintain services. The terms of the existing agreement, amended so as to increase the rate of wages by eight cents an hour, were to continue to apply until settlement was reached. The administrator remained in charge until the parties, with the assistance of a federal mediator, reached agreement in February, 1959.

On the same occasion, the British Columbia government intervened to prevent a work stoppage affecting Black Ball Ferries, a service subject to provincial jurisdiction. During the strike in the C.P.R. service, the Black Ball Ferries were the last remaining service between Vancouver Island and the mainland. The Government issued a proclamation under the Civil Defence Act of the province declaring that an emergency existed, and a second proclamation bringing into operation sections of the Act giving the Government wide powers to deal with an emergency. Officers and engineers defied a Government order and went on strike. The Government obtained a court injunction ordering the striking employees back to work.

Again in the fall of 1960 the federal Government introduced special legislation to prevent a strike on the railways. The Railway Operation Continuation Act ex-

tended the existing collective agreements as defined in the Act until May 15, 1961, directed union officials to notify their members that strike action had been suspended until May 15, 1961, ordered the reinstatement of employees who had been laid off, and stated that on the expiry date of the legislation the rights and privileges of both companies and unions under the Industrial Relations and Disputes Investigation Act would be preserved. An agreement was negotiated in May, 1961.

### Jurisdictional Disputes

The certification procedure, by defining the appropriate bargaining unit and determining the exclusive bargaining agent for the employees within it, has been effective in dealing with one area of jurisdictional dispute between unions by settling the question of which union an employer should recognize as representing the employees. Another type of jurisdictional dispute—over the assignment of work—has not been fully settled by this procedure. Three provinces, Ontario, Alberta and Newfoundland, have amended their legislation to attempt to forestall work stoppages over disputes about work assignments.

A 1960 amendment to the Alberta Act made it an unfair labour practice on the part of an employee to refuse to perform work for his employer and on the part of an officer or representative of a trade union to encourage or consent to such refusal, for the reason that other work is assigned to members or non-members of a trade union or other organization. The effect of this provision seems to be to prohibit work stoppage as a means of settling work assignment disputes but there is no special machinery for settlement. The penalties would be the same as in the case of other unfair labour practices.

The Newfoundland Act as amended in 1959 provides that no person shall engage in a concerted refusal to perform any services with a view to forcing or requiring any employer to assign particular work to employees in a particular trade union or in a particular trade or craft rather than the employees in another trade or craft and no trade union or representative of a trade union shall authorize or encourage such a refusal. A specific fine is provided for the breach of this provision but there is no special procedure for enforcing it.

A 1960 amendment to the Ontario Act provides a special procedure for settling this kind of jurisdictional dispute and enforcing the settlement. The Ontario amendment states that the Lieutenant-Governor

in Council may appoint one or more jurisdictional disputes commissions composed of one or more persons. The Labour Relations Board, after receiving a complaint that an employer is assigning particular work to employees in a particular trade union rather than to employees in another union, or that a trade union is requiring an employer to do so, may refer the complaint to a jurisdictional disputes commission.

The commission, after consulting any person or organization that in its opinion may be affected by the complaint, may issue such interim order with respect to the assignment of the work as it, in its discretion, deems proper in the circumstances. The employer and trade union and their officials or agents have to comply with the interim order.

When requested by any person or organization affected by the interim order, the commission is directed to reconsider the complaint provided that the party making the request has complied with the interim order. On such a review, the commission has to give to any person or organization affected by the interim order full opportunity to present evidence and to make submissions. When the commission finds that, in its opinion, the trade union or its agents or officials are without justification requiring the employer to assign work, or that the employer is unjustifiably assigning work, it will direct the action to be taken by the employer or the union or by their respective agents or officials as the case may be with respect to the assignment of work, and the organizations or the persons concerned have to comply with the direction. In conducting its inquiries, the commission has all the power of inquiry granted by the Act to a conciliation board.

Unless appealed to the Labour Relations Board, the direction of the commission is final, but the commission may at any time, if it considers it advisable to do so, reconsider and vary or revoke the direction.

Anyone affected by the commission's interim order or direction may within seven days after release of the decision apply to the Labour Relations Board for review of the order or direction.

If the finding of the Board is that the interim order or the direction prohibits a lawful strike or lockout, or restrains the parties from observing the provisions of a collective agreement relating to the assignment of work, or prohibits a trade union or an employer from collective bargaining in respect of employees in a bargaining unit on whose behalf a trade union is entitled to bargain, it may quash the interim order or the direction; or the Board may, if it deems proper, alter the bargaining unit,

as defined in a certificate or in a collective agreement, to enable the interim order or the direction to be carried into effect in conformity with other provisions of the Act. In the latter case, the certificate or collective agreement is deemed to have been altered in accordance with the Board's determination.

In the case of non-compliance with an interim order within two days or of a direction within 14 days after their release or after the date provided in the interim order or direction, the Labour Relations Board will, at the request of an affected party, file the commission's decision in the office of the Registrar of the Supreme Court and then an interim order or direction becomes enforceable as a judgment or order of that court.

Where trade unions and employers have made arrangements to resolve disputes arising from the assignment of work, a jurisdictional disputes commission may postpone disposition of a complaint until the parties have dealt with the matter under their arrangement for settlement.

### Disputes during Term of Agreement

A feature common to almost all the Acts as they stood in 1950 was a requirement that every collective agreement contain a provision for final settlement without stoppage of work of disputes arising out of the agreement. The legislation adopted the principle that private arbitration was the practical and acceptable method of dealing with questions relating to the interpretation, application, administration or alleged violation of the agreement, and specified that where the agreement did not contain such a settlement provision, the Board (or, under the British Columbia Act, the Minister of Labour) was empowered to prescribe one. Strikes and lockouts were prohibited during the term of the agreement.

The federal Act (and the Acts of Manitoba, New Brunswick, Newfoundland and Nova Scotia) made an exception with respect to a dispute "with reference to the revision of a provision of the agreement that by the provisions of the agreement is subject to revision during the term of the agreement." In such disputes strikes and lockouts were not prohibited, but may not take place until the bargaining and conciliation procedures required by the Act in respect to the negotiation of an agreement have been complied with.

The provision in the Quebec Act was somewhat different, providing that strikes and lockouts were prohibited for the duration of a collective agreement, until the complaint had been submitted to arbitration



in the manner provided in the agreement, or failing any such provision, until it had been submitted to a board appointed under the Quebec Trade Disputes Act and 14 days had elapsed since the award was rendered without its having been put into effect.\*

The Saskatchewan legislation does not distinguish between disputes during the term of an agreement and other disputes, and in neither case is there any prohibition of strikes and lockouts. Neither does the Prince Edward Island Act deal specifically with such disputes.

Since 1950 in Ontario, the Act has provided that where the parties to a collective agreement have failed to include a settlement clause as required by the Act, the agreement is deemed to contain a clause that is spelled out in the Act, providing for a three-man arbitration board. During the period, Manitoba (in 1957), Alberta (in 1960) and Newfoundland (in 1960) have also amended their Acts to spell out an

arbitration clause rather than empowering the Board to prescribe one.

The Acts in Manitoba, Ontario, Alberta and Newfoundland have also been amended to permit the Minister of Labour to make appointments to an arbitration board where, through the failure of the parties, a board is not established.

Further amendments in Ontario in 1960 gave the arbitrator or chairman of an arbitration board powers of investigation and inquiry, authorized the Minister of Labour to intervene if one of the parties complains of undue delay, and established a new procedure to secure implementation of an award. Where there is failure to comply with any of the terms of an award within 14 days, any "party, employer, trade union or employee" affected by the decision may file in the office of the Registrar of the Supreme Court a copy of the operative part of the decision and the decision becomes enforceable as a judgment or order of the court.

## Trade Unions: Definition and Legal Status

In the postwar years when the present system of labour relations legislation was being adopted, it was generally accepted that trade unions were voluntary associations without legal status, unable to sue or be sued for damages in their own name as legal entities. Early federal trade union legislation—the Trade Unions Act originally enacted in 1872—provided for registration of trade unions and applied to unions registered under the Act. It provided for acquisition and holding of property by a registered trade union, and although it did not make unions registered under the Act legal entities for all purposes, it granted to such unions a limited legal personality for certain specific purposes. For instance, a registered trade union could initiate legal proceedings against persons who fraudulently obtained or misapplied union funds, and would be subject to prosecution and penalties for failing to have a registered office or failing to transmit to the Registrar the yearly financial statement required under the Act. However, registration was voluntary and unions did not avail them-

selves of it in significant numbers, so that it has remained upon the statute books without practical application. Also, the question of the constitutional validity of the Act has been raised on the ground that the Act, among other things, deals with property and civil rights.

The definition of trade union contained in the federal and provincial postwar labour relations legislation reflected the common law approach to a trade union as a voluntary association of physical persons having no legal entity of its own. The definitions differ, but the common element is that a trade union is an organization of employees formed for the purpose of regulating relations between employers and employees, and in this respect the definitions have remained basically unchanged during the past decade. The Nova Scotia Act as originally passed, and the Alberta Act as amended in 1957, add the further stipulation that a trade union has to have a written constitution, rules or by-laws setting forth its objects and defining the conditions under which persons may be admitted as members and continue in membership. Two Acts (the British Columbia Act of 1954 and the Newfoundland Act as amended in 1960) specify that the trade union contemplated by the Act is a local or provincial organization, or a local or provincial branch of a national or international organization. In the Ontario Act, on the other hand, the definition was amended in 1957 to state that the term

\*An amendment in 1961 replaced this provision by one which states that any strike or lockout is prohibited under any circumstances during the period of a collective agreement. A complaint as to the interpretation or application of an agreement must be submitted to arbitration in the manner provided in the agreement, or, in the absence of such a provision, to a three-man arbitration board appointed in accordance with the Quebec Trade Disputes Act. In either case the arbitration award is binding on the parties.



"trade union" includes a provincial, national or international trade union.

In Quebec, the Labour Relations Act uses instead of "trade union" the term "association" which may be a professional syndicate formed under the Professional Syndicates Act and having legal entity for all legal purposes, or a *bon fide* voluntary association of employees (or employers) having as object the regulation of relations between employers and employees and the study, defence and development of the economic, social and moral interests of its members, with respect for law and authority. Within the above definition of "association", a trade union in Quebec may be a voluntary association as well as a professional syndicate having full legal personality.

The only entities known to the common law are natural persons, corporations, and partnerships. Only a statutory provision could change the unions' status as voluntary associations by giving them legal personality for all purposes or for specified purposes as provided by the legislation, and such legislation could confer upon unions a legal status (whether full or limited) either expressly or by implication. In the latter case, it would be for the courts to interpret the legislation as conferring juridical personality by implication upon trade unions.

The federal and provincial labour relations Acts, as they stood in 1950, in most cases expressly granted unions legal personality for a certain specific purpose, to be prosecuted for a breach of the Act. Most of the decisions of the courts in the first years of the 1950's interpreted these provisions as denying to trade unions legal status for any other purposes, including actions for damages. But the trend of court decisions in British Columbia was different and attempts continued to be made to bring actions against a union in its own name, and it was argued before the courts that the applicable labour relations legislation was sufficient to imply that unions are legal entities and, as such, liable in damages for breaches of the Act or under the common law. The early approach of the British Columbia courts was reaffirmed and, by the end of the decade, it had been held in a number of cases that the legislation had in effect made unions legal entities; and some provinces had amended their legislation, making unions fully fledged entities for any proceeding before the courts, including civil actions for damages. The main developments in British Columbia, under the federal Act, and in each of the other provinces, are briefly described below.

## British Columbia

In British Columbia, two Acts had a bearing on the status of trade unions—the Trade-unions Act (originally enacted in 1902) and replaced in 1959; and the Labour Relations Act of 1954 which replaced the Industrial Conciliation and Arbitration Act (enacted in 1947).

The old Trade-unions Act exempted trade unions from liability for communicating certain information and for employing fair arguments without intimidation to induce workmen not to renew contracts; from liability in damages for publishing certain information respecting labour troubles; from liability in damages for any wrongful act in connection with any strike, lockout or trade dispute unless the members or the governing authorities of the union authorized or were a concurring party in the wrongful act.

The British Columbia labour relations Act (Industrial Conciliation and Arbitration Act), which was enacted before the federal Act, did not contain a clause dealing with a prosecution of trade unions for an offence under the Act. However, in various sections, the Act provided for a union's liability to a fine on summary conviction for various offences under the Act. In a series of legal decisions, the British Columbia courts interpreted the provisions of this Act and the Trade-unions Act as making unions legal entities.

In *Hollywood Theatres v. Tenney* (1940), 1 D.L.R. 452, Mr. Justice O'Halloran, of the Court of Appeal, said, for the first time, by way of *obiter dicta*, that the Trade-unions Act recognized unions as legal entities liable in damages for wrongful acts.

In *Patterson and Nanaimo Dry Cleaning and Laundry Workers Union, Local No. 1* (1947 2 W.W.R. J10, the B.C. Court of Appeal, in proceedings under the I.C.A. Act, considered the question whether a trade union, by reason of the provisions of the Trade-unions Act and the I.C.A. Act, had been constituted an entity in law. Two of the judges expressed the view that such a union was, by virtue of these statutes of the province, an entity (*persona juridica*) distinct from its members.

In a later case, *Vancouver Machinery Depot v. United Steelworkers of America* (1948), 2 W.W.R. 325; (1948) 4 D.L.R. 522, the same court held that an international union which has not been actually appointed a bargaining agent under the I.C.A. Act was nonetheless a legal entity against which an action for damages might be maintained.

The majority view in the *Patterson* case and in *Vancouver Machinery Depot* case was followed in 1957 in *Therien v. International Brotherhood of Teamsters*. . . *Local No. 213*, (1957) 6 D.L.R. (2d) 746, in interpreting the 1954 Act. Mr. Justice Clyde, of the B.C. Supreme Court, awarded damages against the union sued as a legal entity for the offences committed under the Act. The union's appeal was dismissed by the British Columbia Court of Appeal. Then the union appealed to the Supreme Court of Canada. The Supreme Court, in a decision rendered on January 26, 1960 (1960, S.C.R. 265) upheld the decision of the British Columbia courts and held that the union was a legal entity that may be held liable in its own name for damages, either for a breach of the Labour Relations Act or under the common law. Mr. Justice Locke, when considering the effect of the Labour Relations Act on the question of the union's legal entity and liability for tort said:

By the Labour Relations Act, S. 2, a trade union as defined includes a local branch of an international organization such as the appellant in the present matter. Extensive rights are given to such trade unions and certain prohibitions declared which affect them. The Act treats a trade union as an entity and as such it is prohibited, *inter alia*, from attempting at the employer's place of employment during working hours to persuade an employee to join or not to join a trade union, from encouraging or engaging in any activity designed to restrict or limit production or services, from using coercion or intimidation of any kind that could reasonably have the effect of compelling any person to become or refrain to become a member of a trade union and from declaring or authorizing a strike until certain defined steps have been taken. By S. 7 if there is a complaint to the Labour Relations Board that a union is doing or has done any act prohibited by Ss. 4, 5 or 6, the Board may order that the default be remedied and, if it continues, the union may be prosecuted for a breach of the Act. By S. 9 all employers are required to honour a written assignment of wages by their employees to a trade union. A union claiming to have as members in good standing a majority of employees in a unit appropriate for collective bargaining is entitled to apply to the Labour Relations Board for certification as the bargaining agent of such employees and, when certified, to require the employer to bargain with it and, if agreement is reached to enter into a written agreement with it which is signed by the union in its own name as such bargaining agent. Throughout the Act such organizations are referred to as trade unions and thus treated as legal entities.

... I agree with the opinions expressed by the learned judges of the Court of Appeal in the cases to which I have above referred. The granting of these rights, powers and immunities to these unincorporated associations or

bodies is quite inconsistent with the idea that it was not intended that they should be constituted legal entities exercising these powers and enjoying these immunities as such. . . It is necessary for the exercise of the powers given that such unions should have officers or other agents to act in their names and on their behalf. The legislature, by giving the right to act as agent for others and to contract on their behalf, has given them two of the essential qualities of a corporation in respect to liability for tort since a corporation can only act by its agents.

The passage from the judgment of Blackburn J. delivering the opinion of the judges which was adopted by the House of Lords in *Mersey Docks v. Gibbs* (1886) L.R. 1 H.L. 93 at 110, 11 E.R. 1500. . . states the rule of construction that is to be applied in the absence of anything to show a contrary intention—and there is nothing here—the legislature must be taken to have intended that the creature of the statute shall have the same duties and that its funds shall be subject to the same liabilities as the general law would impose on a private individual doing the same thing. *Qui sentit commodum sentire debet et onus*.

In my opinion, the appellant is a legal entity which may be made liable in name for damages either for breach of a provision of the Labour Relations Act or under the common law.

All the other members of the Supreme Court of Canada agreed with Mr. Justice Locke on this point.

Before the judgment of the Supreme Court of Canada was rendered in the *Therien* case, the British Columbia Legislature in 1959 replaced the Trade-unions Act by a new Act of the same name. Any doubt as to a trade union's capacity to be sued or prosecuted as an entity, or to sue or prosecute, was removed. A trade union (defined in this Act as "an international, national, provincial, or local organization or association of employees that has for its objects, or one of its objects, the regulation of relations between employers and employees") and an employers' organization were declared to be legal entities "for the purposes of prosecuting and being prosecuted for offences against the Labour Relations Act and for the purposes of suing and being sued under this Act". Also, an employers' organization and a trade union were declared to be liable in damages when

- (a) doing, authorizing, or concurring in anything prohibited by the Labour Relations Act; or
- (b) failing to do anything required by the Labour Relations Act; or
- (c) doing, authorizing, or concurring in anything that is contrary to Section 3 of the Trade-unions Act. (Section 3 prohibits all persuasion, including picketing in case of an illegal strike,

as well as all persuasion, including picketing of a secondary employer whether the strike is legal or not).\*

## Federal Industrial Relations and Disputes Investigation Act

The federal Industrial Relations and Disputes Investigation Act contains a provision dealing with the prosecution of trade unions which reads as follows:

S. 45(1) A prosecution for an offence under this Act may be brought against an employers' organization or a trade union and in the name of the organization or union and for the purpose of such a prosecution a trade union or an employers' organization shall be deemed to be a person, and any act or thing done or omitted by an officer or agent of an employers' organization or trade within the scope of his authority to act on behalf of the organization or union shall be deemed to be an act or thing done or omitted by the employers' organization or trade union.

The Manitoba, New Brunswick, Newfoundland, Nova Scotia and Ontario Acts contained a similar provision. In the early cases under these Acts it was usually held that the legislature had made unions persons for specified purposes only, and any broader interpretation was rejected, but gradually the thinking that had developed in cases under British Columbia legislation began to be applied.

In *Re Canadian Seamen's Union v. Canada Labour Relations Board and Branch Lines Ltd.* (1951), 2 D.L.R., Part 5, p. 356, before the Ontario High Court, Section 45(1) of the I.R.D.I. Act was held to grant a union a legal personality only for the limited purpose of being prosecuted for an offence under the Act. Also, it was held that with the exception of Section 45 "at no place in the Act does it say that a trade union shall be a person or body corporate for the purposes of the Act or for any other purposes". Consequently, the union, in its own name, could neither apply for *certiorari* to quash a decertification order, nor prosecute for breach of the Act, nor sue or be sued in civil actions.

In the years that followed the decision in the Canadian Seamen's Union Section 45(1) of the federal I.R.D.I. Act has remained unchanged. However, in January, 1961, Chief Justice McRuer of the Ontario High Court rendered the decision in *the Matter of an Arbitration between Polymer Corporation Ltd. and Oil, Chemical and Atomic Workers International Union, Local 16-14*, (Can. Law Reports, February 20,

1961, para. 15,341), in which the legal status of a union operating within the provisions of the I.R.D.I. Act was re-examined and the court ruled that the union as such had the capacity to incur liability for damages. The decision of the Court was preceded by the award of an arbitration tribunal constituted to deal with a dispute between *Polymer Corporation Ltd.* and Local 16-14 of the Oil, Chemical and Atomic Workers International Union. The award granted damages against the union as such for breach of the collective agreement. The union challenged the decision in *certiorari* proceedings and the court upheld the powers of the arbitrators to assess and award damages. Dealing with the problem of the capacity of a union to be liable for damages, Chief Justice McRuer was of the opinion that the principles of law applied by the Supreme Court of Canada in the *Therien* case should be applied in the case under review. In the *Therien* case, the main question was whether a trade union certified as a bargaining agent under the British Columbia Labour Relations Act was a suable entity and liable in damages for tort. The Chief Justice quoted statements made by Mr. Justice Locke from the passage quoted above, which he thought were relevant.

He was of the opinion that when Parliament provided for certification of a trade union with power to compel an employer to bargain with it, and clothed it with power to enter into a collective agreement with the employer, it invested the trade union with those corporate characteristics essential to a capacity to contract within the scope of the purposes of the Act. That being so, it necessarily follows from the *Therien* case that since the trade union has the legal capacity to enter into a collective agreement, it has imposed on it the responsibility that flows from a breach of the agreement.

The Chief Justice was aware of the fact that the trade union involved in the *Therien* case was certified under the British Columbia Labour Relations Act and the court also considered the effect of the B.C. Trade-unions Act. He considered and compared the relevant sections of the British Columbia legislation with the federal Act and, quite apart from anything that was said in the *Therien* judgment about the Trade-unions Act of British Columbia, he thought nevertheless that the *Therien* decision was compelling authority for the conclusion that he had reached. Later, the judgment of Chief Justice McRuer was upheld in the Court of Appeal.

\*However, the Supreme Court of British Columbia in *Koss v. Kohn* (1961) 28 D.L.R. (2d) Part 4, p. 319, held that the section does not affect information picketing.



## Manitoba

In Manitoba, the status of trade unions under the Manitoba Act and Section 46 (similar in wording to Section 45 of the federal Act quoted above) was considered in several cases. In *Re the Manitoba Labour Relations Act*; in *Re Int. Union of Operating Engineers, Local Union No. 827, and Manitoba Labour Board*, (1952) 5 W.W.R. (N.S.), p. 264, the Court of Queen's Bench held that a trade union under the Manitoba Act could bring, in its own name, an application for a writ of *mandamus* requiring the Manitoba Labour Board to certify the union as a bargaining agent and for such purposes the union was a *quasi persona juridica* and a representative action was not necessary. The Court distinguished between actions in contract and tort and applications under the Act.

In *Re Peerless Laundry and Cleaners Ltd. v. Laundry and Dry Cleaning Workers Union* (1952), 6 W.W.R. (N.S., Part 10, p. 443), injunction proceedings under the Manitoba Labour Relations Act were brought against the union in its own name. The union contended that not being a legal entity it was not amenable to the injunction proceedings brought in the union's name. The Court of Queen's Bench overruled this objection and held "that the Manitoba Labour Relations Act recognizes trade unions as statutory entities possessing a legal existence apart from their members, and that they are suable entities for the purpose of implementing that Act and for causes of action that may be founded directly upon its provisions or a breach thereof"; consequently, the trade union in question was properly a party to the proceedings.

In *Re Walteson and Laundry and Dry Cleaning Workers' Union and New Method Launderers Limited* (1954), 11 W.W.R., (N.S.), Part 13, p. 645; (1955), 14 W.W.R., Part 12, p. 451, it was held that under Section 46 of the Manitoba Labour Relations Act, a trade union could be prosecuted in its own name, but could not prosecute. The Court of Appeal stressed that Section 46 of the Act is the only provision of the Act giving a trade union a status of legal entity, but for a very limited purpose, namely, to be prosecuted under the Act. The specific provision of this section as to when a trade union could be a party in legal proceedings negated the union's claim that the intention of the Act was to make trade unions legal entities for all purposes within the purview of the Act. The Court of Appeal's conclusion was that a trade union is not a legal entity and may not sue or be

sued in civil proceedings and may not prosecute or be prosecuted in criminal proceedings.

In 1959, Section 46 of the Act was amended and the unions were granted a legal status to prosecute in their own name for breaches of the Act. The relevant part of Section 46 as amended (amendment in *italics*) reads now as follows:

S. 46(1) A prosecution for an offence under this Act may be *brought by or on the information of or against an employers' organization or a trade union in the name of the organization or union*; and for the purposes of such a prosecution a trade union or an employers' organization shall be deemed to be a person; . .

In May, 1960, the status of trade unions under the Manitoba Labour Relations Act was raised again before the Court of Queen's Bench in the case of *James Warner and the Manitoba Labour Board et al*, Can. Law Reports, August 30, 1960, para. 15,309. There was no reference made to the Supreme Court decision in the *Therien* case. But, relying on the Supreme Court of Canada decision in *Orchard v. Tunney* (L.G. October, 1957, p. 1214), the court held that the union before the court was a voluntary, unincorporated association and had not been given a "status" by the Labour Relations Act.

However, a year later, in May, 1961, in *Dusessoy's Supermarkets St. James Ltd. v. Retail Clerks' Union, Local No. 832*, (Can. Law Reports, June 7, 1961, para. 15,359) before Mr. Justice Monnin of the Court of Queen's Bench, the legal status of trade unions in Manitoba was dealt with again. Mr. Justice Monnin, relying on the Supreme Court decision in the *Therien* case, held the union to be, under the Manitoba Labour Relations Act, a legal entity liable in damages. This was a case of action for damages against the union as such which was involved in "secondary boycott" activities, and for a permanent injunction that would stop these activities. The union pleaded not to be an entity in law against which the action could be brought. Mr. Justice Monnin, after reviewing the Supreme Court of Canada decision in the *Therien* case and the B.C. labour legislation, posed the question:

Is our law so unsatisfactory and so unwieldy that a body may be a legal entity for one purpose and not for another? By sections 46 of the Manitoba Labour Relations Act, for the purpose of a prosecution, it is declared that a trade union is a person. Is it restricted to that?

His conclusion was that Manitoba legislation, by granting various rights, powers and responsibilities to these unincorporated associations, intended to, and did, attribute

legal personality to trade unions, both for breach of a provision of the Labour Relations Act or under the common law. The Court granted damages against the union as such and other defendants and a permanent injunction against picketing.

## Ontario

In Ontario, where the Labour Relations Act passed in 1950 contained a provision similar to Section 45 of the federal Act stating that a prosecution for an offence under the Act could be instituted against a trade union in its own name, there is also the Rights of Labour Act, passed in 1944, which contains the following sections:

S. 3(2) A trade union shall not be made a party to any action in any court unless such trade union may be so made a party irrespective of any of the provisions of this Act or of The Labour Relations Board Act, 1944.

(3) A collective bargaining agreement shall not be the subject of any action in any court unless such collective bargaining agreement may be the subject of such action irrespective of any of the provisions of this Act or of The Labour Relations Board Act, 1944.

The intention of these provisions appears to have been to preserve the common law status of trade unions as voluntary associations, and to emphasize that in spite of the legislation dealing with agreements, a collective agreement is not thereby made a contract enforceable in court.

The matter of the status of trade unions was raised in 1949 in *Re International Nickel Company of Canada, Limited; Sheddin v. Kopinak* (1949) O.R. p. 705, in the Ontario High Court. Mr. Justice Gale, relying on the British Columbia decisions in the *Patterson and Nanaimo Dry Cleaning* and *Vancouver Machinery* cases stated above, was of the opinion that under Ontario labour legislation, a local union chartered by an international union acquired a statutory identity which is distinct from that of their constituent members, and this statutory personality is not affected by the fact that under the Rights of Labour Act unions are denied the capacity to sue and be sued.

When, in 1960, a major revision of the Ontario Labour Relations Act was effected, the section dealing with the prosecution of a trade union for an offence under the Act was not changed. However, a section was added, which provided that proceedings to enforce a determination of the Labour Relations Board in the cases of discrimination or coercion against employees, a decision of an arbitrator or arbitration board, or a

decision of a jurisdictional disputes commission may be instituted in the Supreme Court by or against a trade union, a council of trade unions or an unincorporated employers' organization in the name of the trade union, council of trade unions or unincorporated employers' organization, as the case may be.

## New Brunswick

In New Brunswick, the provision similar to Section 45 of the federal Act dealing with the prosecution under the Act was judicially tested in 1958 in *Regina v. New Brunswick Labour Relations Board ex parte Steevens Motors Ltd. and A.G. for New Brunswick*, Can. Labour Law Reports, Dec. 18, 1958, para. 11,595. The Court, relying on the Manitoba decision in the *Walterson* case, held that while Section 43 (1) of the New Brunswick Labour Relations Act rendered both trade unions and employers' organizations liable to prosecution in their respective names, it did not confer on them legal personality to prosecute for offences committed by the employer under the Act.\*

## Nova Scotia

In Nova Scotia, Section 45 (1) of the Trade Union Act dealing with prosecution of a union as such has remained unchanged.

## Newfoundland

In Newfoundland, the section similar to Section 45 of the federal Act regarding the prosecution of a union in its own name has remained unchanged. However, the Trade Union Act passed in 1960 requires the registration of trade unions within the province, and its provisions, combined with amendments made to the Labour Relations Act in 1959 and 1960 appear to make trade unions legal entities for all purposes. The Trade Union Act provides that a trade union before its registration "may be sued in its own name or in the name of any of its members" and so far as registered unions are concerned, it is clear that they may hold real and personal property, that such property shall vest in the trustees, and that all actions, suits, prosecutions and complaints taken by or against a union in respect to such property, shall be taken in the name of the trustees, and that they may sue and be sued, plead and be impleaded. Then the Act states that "all other actions by and against a union registered under this Act shall be taken in the name of the union."

\*In 1961, an amendment was passed to Section 43 (1) which is similar to that passed in Manitoba in 1959, granting the unions legal entity to prosecute for breach of the Act.

A 1959 amendment to the Labour Relations Act (Section 52A) provided that an action could be taken against a trade union in its own name or against a union officer or agent for any tortious act alleged to have been committed on behalf of the union, and that for the purposes of the action a trade union was deemed to be a person, and was responsible for any act of an officer, member, agent or representative. This section was repealed in 1960, and another provision (Section 25A) inserted, which reads as follows:

S. 25A. Where an employee is on a strike which is not contrary to this Act no action lies against that employee or against a bargaining agent acting on behalf of that employee in respect of damages in contract for which the employer has become liable to another person as a result of the strike but nothing contained in this section shall be deemed to exempt an employee or bargaining agent from any liability for a tortious act.

This implies that in case of an illegal strike, an employee or a bargaining agent are liable for damages incurred by the employer towards a third person as the result of the strike; and that whether there is a strike or not or whether or not the strike is legal, an employee and a bargaining agent are liable for a tortious act.

#### Prince Edward Island

The Trade Unions Act of 1945 did not contain any provision relating to the status of trade unions. In 1953, Section 18 was added, which read:

S. 18. A trade union may sue and be sued by its name as filed with the Provincial Secretary under Section 7, and, if not so filed, then by the name by which it is commonly known.

#### Alberta

The Alberta Labour Act does not contain a clause similar to Section 45(1) of the federal Act dealing with the prosecution of trade unions for the offences under the Act. However, as in British Columbia, the Act contains provisions referring to prosecution of trade unions for some specific offences under the Act, such as Section 73(7) dealing with collective agreements, or Section 97(1) dealing with penalties for authorizing, calling or consenting to an illegal strike. A general provision dealing with penalties for contravention of the Act as contained in Section 126 refers to "any person" contravening the Act and does not say whether the term "person" might include a trade union.

The issue of legal status of trade unions under the Alberta Act was raised in *Medalta Potteries Limited v. Longridge et al*

(1947), 2 W.W.R., where a certification of a union as a bargaining agent was challenged. Mr. Justice MacDonald, referring to the British Columbia case of *Patterson and Nanaimo Dry Cleaning and Laundry Workers Union, Local No. 1*, was of the opinion that for the purposes of the Alberta Labour Act and proceedings thereunder, the unions involved in the dispute were legal entities separate and distinct from their members.

#### Saskatchewan

The Saskatchewan Trade Unions Act, enacted in 1944, contains the following sections:

S. 23. A trade union shall not be made a party to any action in any court unless such trade union may be made a party irrespective of any of the provisions of this Act.

S. 24. A collective bargaining agreement shall not be the subject of any action in any court unless such collective bargaining agreement might be the subject of such action irrespective of any of the provisions of this Act.

In somewhat more definite terms these provisions seem to express the same intention as the sections of the Ontario Rights of Labour Act quoted above.

The Act does not contain any general provision allowing the prosecution of a trade union in its own name for the offences committed under the Act. On the other hand, Section 11(2) provides that a trade union (as well as the Board or any interested person) may apply in its own name to the court for the enforcement of any order of the Labour Relations Board.

Section 12 provides for the prosecution of individuals and corporations for unfair labour practices and for non-compliance with orders of the Board, but does not mention trade unions being subject to such prosecution.

It would appear that within the provisions of the Saskatchewan Trade Unions Act a trade union could neither be sued nor prosecuted in its own name but could bring in its own name proceedings before the courts for the enforcement of an order of the Labour Relations Board.

In the *Mackay and Mackay v. International Association of Machinists Lodge No. 1953* (1946), 3 D.L.R. 38, the Saskatchewan Court of Appeal, in *certiorari* proceedings to quash an order of the Board, held that Section 23 of the Act did not apply to the situation under consideration; the union as such could be named as a party in *certiorari* proceedings challenging the validity of an order of the Board made on the union's application and a representative action was not necessary.



## Quebec

In Quebec, trade unions incorporated under the Professional Syndicates Act have full legal status for the purposes of any legal proceedings. The same full legal capacity may be acquired under the same Act by a union or federation of syndicates, as well as by a confederation of unions or federations of syndicates when incorporated under the provisions of the Act.

The legal position of unincorporated trade unions (as well as any other voluntary association) was regulated by "the Act to facilitate the exercise of certain rights" of 1938 which later was incorporated in the Special Procedure Act (R.S.Q. 1941, c. 3421). The provisions of the 1938 and 1941 Acts made it possible to bring legal proceedings against voluntary associations (including unincorporated trade unions) in their own names. Also, these provisions made such an association financially liable with all its resources. This remedy was similar to the representative action used against collective membership of a voluntary association in the common law provinces. However, where the remedy of representative action could be used in legal proceedings *by or against* a voluntary association, the remedy provided in Quebec was limited to the proceedings *against* a voluntary association only. In 1960, the Code of Civil Procedure was amended by incorporating in it these provisions of the Special Procedure Act and by adding a section providing that a voluntary association of employees within the meaning of the Labour Relations Act may plead in courts in its own name for the purposes of any recourse provided by the laws of the province, by depositing in the court with the writ of summons or other proceedings introductive of suit, a certificate issued by the provincial Labour Relations Board that such a group constitutes a *bona fide* association within the meaning of the Labour Relations Act.

In 1958, in *Re Perreault v. Poirier and Dresscutters' Union*, Local 205, 262 one of the issues before the courts in Quebec was whether an unincorporated trade union has a legal capacity to sue in its own name. The Superior Court held that voluntary associations had no legal capacity to sue in their own name. The Court of Queen's Bench upheld this view. In 1959, the Supreme Court of Canada upheld the decision of the Quebec courts (1960) 23 D.L.R. (2d), Part 1, p. 61.

The 1960 amendment to the Code of Civil Procedure remedied the situation by allowing an unincorporated trade union to sue in its own name.

## Conclusions

It is evident from the above review that the legal status of trade unions has undergone a decided change in the period. At the beginning of the decade, unions were generally held to be voluntary associations, endowed with legal personality only for the limited purpose of enforcement of the obligations placed upon them by the labour relations legislation; a union could neither prosecute in its own name, nor be held liable in damages. A union could prosecute or sue or be sued only by way of representative action.

The line of decisions in the courts of several provinces culminating in the Supreme Court of Canada decision in the *Therien* case has changed this situation. Recently courts have held unions to be legal entities for purposes other than being prosecuted under labour relations Acts and have held them liable in name for damages, either for a breach of the provisions of a labour relations Act or under the common law.

This trend of legal reasoning has been followed in some provinces by statutes declaring unions to be legal entities.

## Enforcement

### General Enforcement Provisions

There have been no major changes during the period in general enforcement provisions. The federal Act contains a general enforcement provision stating that every person, trade union or employers' organization who does anything prohibited by the Act or who refuses or neglects to do anything required by the Act is guilty of an offence, and except where some other penalty is provided, is liable on summary conviction to a fine. Also, every person,

trade union and employers' organization who refuses or neglects to comply with a lawful order of the Canada Labour Relations Board is guilty of an offence and liable on summary conviction to a fine for each day during which such refusal or failure continues. Substantially the same kind of general enforcement provision is contained in each of the provincial Acts, except the Saskatchewan Act, which has a somewhat different approach to enforcement.

The Saskatchewan Act states that the Board has power to make an order requiring any person to refrain from violations of the Act. The reference of a complaint to the Board, and a Board ruling on it, seems to be the normal step preceding any court action connected with violation of the Act. A certified copy of any order or decision of the Board is to be filed within 14 days in the office of a registrar of the Court of Queen's Bench and is enforceable as a judgment or order of that Court. In any application to the Court arising out of the failure of any person to comply with the order filed with the registrar, the Court may refer to the Board any question as to the compliance or non-compliance of such person with the order of the Board. An application to enforce the order may be made to the Court by and in the name of the Board, any trade union affected or any interested person. The Court is bound by the findings of the Board, and is directed to make such orders as may be necessary to cause every party to comply with the order to the Board. There is the further provision that a person who has violated the Act or who fails to comply with an order of the Board is, in addition to any other penalty he has incurred under the provisions of the Act, guilty of an offence and liable on summary conviction to a fine.

In addition to any other penalties imposed under the Saskatchewan Act, the Lieutenant-Governor in Council, upon an application of the Board, may appoint a controller to take possession of and operate any business, plant or premises of an employer who wilfully disregards or disobeys any order filed by the Board until such time as the Lieutenant-Governor in Council is satisfied that the order will be obeyed.

None of the Acts place a duty upon any public authority to initiate prosecutions to secure compliance. The federal Act and the Acts of all the provinces (with the exception of Prince Edward Island) require a consent either from the Minister of Labour or from the Board before a prosecution for an offence may be initiated. Under the federal Act and the Acts of Alberta, Newfoundland and Nova Scotia, it is the Minister who gives the consent; the consent of the Board is required in British Columbia, Manitoba, New Brunswick, Ontario, Quebec (the Board or the Attorney-General), and Saskatchewan.

### Special Enforcement Provisions

Special enforcement provisions are contained in all of the Acts relating to some particular obligation or offence, and in respect to these provisions there have been a

number of changes since 1950, some of which are outlined below.

### Recourse to Administrative Measures Preceding or as Alternative to Prosecution

The federal Act as well as the Acts of Manitoba, Newfoundland and Nova Scotia provide that a person claiming to be aggrieved because of an alleged violation of any provision of the Act may make a complaint in writing to the Minister. The Minister may require an Industrial Inquiry Commission or a conciliation officer to investigate and report. Copies of such a report are sent by the Minister to each of the parties affected and if the Minister considers it desirable, he may publish the report. If the Minister receives a request for consent to prosecute, he is to take into account the report he has received.

The Manitoba provision is slightly different, in that the Minister may refer the complaint either to the Board or to an Industrial Inquiry Commission or a conciliation officer for investigation. Also, that Act does not specifically provide that the Minister is to take the report into account when considering a request for consent to prosecute.

In British Columbia and Saskatchewan, throughout the period under review, the Board has been authorized to deal with unfair labour practice complaints and to issue remedial orders. Under the Saskatchewan Act the Board's order was enforceable as an order of the Court; under the British Columbia Act a person who failed to comply with an order of the Board was guilty of an offence and could be prosecuted and fined.\*

In Quebec, in 1959, the Act was amended to give the Board jurisdiction to deal with a complaint from an employee that he has been dismissed, suspended or transferred because of the exercise of a right granted to him by the Act or because of trade union activities. The Board, if it finds the complaint justified, may order reinstatement and damages for loss of wages. The employer to whom the order is directed is bound to comply with it, and if he fails to do so, the Board may institute an action on behalf of the employee.

In 1960, the Ontario Act was amended to provide that when a person has been refused employment, discharged, discriminated against, threatened, coerced, intimidated or otherwise dealt with contrary to

\*A 1961 amendment in British Columbia provided for filing the order of the Board in the office of the Registrar of the Supreme Court of the Province and makes the order enforceable as an order of that Court.

the Act, the Board may authorize a field officer to inquire into the complaint, and if the field officer is unable to effect a settlement, the Board may inquire into the complaint. If it finds the complaint justified, the Board may determine the action to be taken by the employer or union. If there is failure to comply after 14 days, the person affected may so notify the Board and a copy of the determination will be filed in the office of the Registrar of the Supreme Court of Ontario and will be enforceable as an order of the Court. The provision previously in effect under which complaints of discrimination for union activity could be made to the Minister of Labour was at the same time repealed.

A 1960 amendment to the Alberta Labour Act provides for reference of a dispute to the Labour Relations Board. Where there is a difference between the parties concerning the application or operation of the provisions of the Act dealing with labour relations, either of the parties may refer the difference to the Board. The Board may investigate the difference and endeavour to settle it. If the Board fails to bring about an agreement, it may make recommendations as to settlement of the dispute. Also, if the disagreement continues, the Board has power, subject to the provision dealing with the consent by the Minister to prosecute, to institute whatever action the Board considers to be desirable to ensure compliance with the provisions of the Act.

### Illegal Strikes and Lockouts

Special procedures introduced in Alberta and British Columbia to deal with illegal strikes and lockouts were in effect during the decade but have now been dropped from the legislation. A 1948 amendment in Alberta authorized the Minister of Labour to refer any strike or lockout to a judge of the Supreme Court of the Province for an adjudication as to its legality or illegality. The Judge making the adjudication was to certify the same to the Minister. If the judge found a strike to be illegal, the collective agreement and the check-off provision became void. Once the illegal strike was terminated, the Minister by order could reinstate the collective agreement. Penalties could also be imposed on summary conviction following the judge's certification to the Minister that the strike was illegal. When the judge certified to the Minister that a lockout was illegal, the employer was guilty of an offence and liable on summary conviction to a fine. In 1954, the provision making the collective agreement and check-off void as a result of an adjudication that a strike was illegal was repealed,

and in 1960 the provision permitting reference of such questions to a judge was entirely removed. A provision remains in the Act to the effect that when a trade union has been fined for authorizing an illegal strike, if the fine is not paid in ten days, the magistrate may order the employer to turn over dues deducted under a check-off provision until the fine is paid.

A provision enacted in British Columbia in 1954 also authorized the Minister of Labour to ask a judge of the Supreme Court of the Province for an adjudication as to whether a strike or lockout was legal or illegal. If the judge ruled that a strike was illegal, he could nullify a collective agreement, cancel a union's check-off rights, cancel its certification, or impose all three penalties. These provisions were deleted in 1961.

A provision inserted in the Ontario legislation in 1950 states that where there is a strike that the employer alleges is unlawful, the employer may apply to the Board for a declaration that the strike was or is unlawful. A corresponding procedure is available to employees or a trade union in connection with a lockout which they allege is unlawful.

### Recourse to Injunctions in Labour Disputes

Although labour relations legislation in Canada does not look to injunctions as a means of restraining prohibited activities, injunctions have been frequently obtained in the past ten years to restrain certain activity in labour disputes. An injunction is an order made by a court restraining certain named persons from doing certain particular acts. The remedy of injunction originated in the common law of England as it was applied at the time of confederation, and later was amplified or amended by the provincial Judicature Acts or the Rules of the Courts.

In labour disputes the court may grant an injunction when convinced that damage will be done to the plaintiff or his property if an injunction is not granted, and the damage is such as would not be easily compensated by a monetary award. An injunction differs from the legal remedy of damages in that it orders not a money payment but the positive redress of proscribed behaviour.

There are various kinds of injunctions. A restrictive injunction orders a party to proceedings to refrain from doing specific acts, a mandatory injunction orders a party to proceedings to do specific acts. An injunction is called interim or interlocutory or temporary when it is granted temporarily before the right has been ascertained by the



court. Sometimes a distinction is made between "interim" and "interlocutory" injunction, an "interim" injunction being for a definite period with a fixed beginning and ending, and an "interlocutory" injunction being one granted for an indefinite period until the final disposition of the dispute by the court. An injunction is termed permanent or perpetual or final when granted by the court after the right has been ascertained. An *ex parte* interim injunction is one granted for a short period before the trial and without notice to the opposing party.

In labour disputes connected with strikes and picketing the conduct most often enjoined is that of intimidation, nuisance and trespass. Also a labour injunction may be applied against conspiracy to injure or to commit some unlawful act, and against inducing a breach of contract or interfering with contractual relations.

In 1950, three provinces had legislation relating specifically to injunctions in labour disputes. The British Columbia Trade-unions Act, which dated back to 1902, protected unions from being enjoined or being liable for damages for injuries that might arise out of peaceful picketing or the giving out of information about a labour dispute. In Saskatchewan and in Ontario, the legislation setting out the general rules which the courts follow in issuing injunctions had been amended in 1949 in Saskatchewan and in 1950 in Ontario, to limit the duration of an injunction in a labour dispute to four days if it was issued on the application of one party without a hearing of the other side (an *ex parte* injunction). During the period, New Brunswick, British Columbia, Saskatchewan, Alberta and Ontario passed legislation dealing with injunctions.

A provision was added to the Judicature Act of New Brunswick in 1956, limiting *ex parte* injunctions in labour disputes to five days.

When the British Columbia Trade-unions Act was passed in 1959, it repealed the 1902 Act, and with respect to injunctions, provided that an *ex parte* injunction in respect of any act relating to a strike or lockout that is not illegal under the Labour Relations Act may only be granted to safeguard public order or to prevent substantial or irreparable damage to property. Further, when an *ex parte* injunction is granted under these conditions, it may not be for a period longer than four days.

In the same year, in Saskatchewan, an amendment to the Queen's Bench Act prohibited the making of *ex parte* injunctions in connection with a labour dispute, and set out the requirements with respect to notice to the party against whom the injunction is sought. A notice of motion, along with a copy of the affidavit intended to be used in support of the application, may be served upon any officer of the trade union, or, if no such person resides in Saskatchewan, upon a representative of the union employed by the applicant. If notice cannot be served upon any of these persons, the judge may prescribe other measures to be taken.

In 1960, in Alberta, the Judicature Act was amended to provide that where a strike or lockout exists in a labour dispute to which the Alberta Labour Act applies, an *ex parte* injunction may not be issued to restrain any act in connection with the strike or lockout. A notice of motion is to be served in sufficient time before the hearing to enable the persons served to attend and in no case less than three hours before the hearings. Where members of a trade union are the defendants, the notice may be served upon any officer or member of the trade union or upon any person engaged in the activity to be restrained. Along with the notice of motion there must be served a copy of the affidavits filed in support of the application. Such an affidavit is to be confined to such facts as the deponent is able of his own knowledge to prove.

In 1960 also, the Ontario Act, which had previously limited *ex parte* injunctions in labour disputes to four days, was amended to provide that any interim injunction is to be granted for four days only and normally following two days' notice to the persons affected. Only where the court is satisfied that a breach of peace, injury to a person or damage to property has occurred or is likely to occur may the notice be dispensed with and the injunction be granted *ex parte*. The two days' notice of the application for an injunction, where the employees to be affected are union members, is deemed to have been given if served upon an officer or agent of the trade union concerned; where the employees to be affected are not union members, such notice should be posted up in a conspicuous place on the employer's business premises; if some of the employees are and some are not union members, the notice should be served upon an officer or agent of the union as well as being posted in a conspicuous place on the employer's business premises.

## Employed Women in Britain

Women make up one third of the total labour force in Britain. More than half are 35 years of age and over and 52 per cent are married. Only one out of five women in the labour force is a member of a trade union affiliated with the TUC

Since early in the nineteenth century it has been the custom in Britain for a high proportion of women to engage in paid employment. Work in the textile mills and in the potteries is traditional for married women. Today there are 8,197,000 women and girls working in almost all branches of industry, business, commerce and the professions. They make up one third of the total labour force of the country.

There are several manufacturing industries in which women either form the majority or a large minority of workers. These include tobacco products, food and drink, preserving, confectionery and biscuits, pharmaceutical and toilet goods, toys, boots and shoes, paper goods and leather goods. Similarly in industries where light assembly work is required, as in the making of radio tubes and electric bulbs, there is a high proportion of women. In the engineering industry more than two thirds of workers engaged as assemblers, press workers and stampers are women.

Although the numbers of workers employed in the textile industry have declined since the Second World War, 65 per cent of those still remaining in that industry are women.

Ninety-eight per cent of all persons in domestic service are women, although this is a shrinking field of employment.

In services such as laundries, catering and office cleaning about two thirds of those employed are women. Workers in retail stores are mainly women.

Women make up 52 per cent of clerical and administrative workers and are by far the majority among stenographers, typists and office machine operators. However, only 10 per cent of those holding higher administrative posts in business are women.

Among professional and technical workers, women comprise 43 per cent. The percentage is high chiefly because the great majority of nurses and a smaller majority of teachers are women. In other professions women are in a decided minority.

**Their ages and marital status:** The number of mature women with jobs is growing. In 1960, 53 per cent of all women with jobs were 35 years of age and over.

Married women make up 52 per cent of the female labour force, an increase of 11

per cent in 10 years. This is partly because the number of married women in the total population increased but it is also the result of the retention of married women or their attraction to the labour market by the very high demand for labour. The number of married women in the labour force as a proportion of all married women has also grown. Even so, only about 3 out of 10 married women in Britain have paid jobs.

**Part-time work:** With the increase of married women in the labour force, part-time work for women has been expanding. In manufacturing, where about one third of all women part-time workers are employed, one in eight of the female employees works less than 30 hours a week. At least half of all part-time workers are married women below the age of 45.

The main types of short shifts worked by women are (1) a morning or afternoon shift of four or five hours; (2) a short-day shift from about 10 a.m. to 4 or 5 p.m., usually with an hour's break for lunch; and (3) an evening shift from about 5:30 p.m. to 9:30 p.m., the latter two systems being the most popular.

**Equal pay for equal work:** Unlike Canada and other countries where equal pay for equal work has been the subject of legislation, in Britain the implementation of the principle has been left to the collective bargaining process. Women receive the same pay as men for the same work in teaching, the non-industrial civil service, medicine, dentistry, physiotherapy, journalism, broadcasting and in professional and technical work in local governments. Proposals for progressive increases in the salary scales of women in the staffs of the National Health Service and of the electricity and gas authorities and of the British Transport Commission have been agreed to. The Trades Union Congress has long supported the principle of equal pay for equal work. Although the principle is written into some wage agreements it is not yet generally adopted in private industry.

**Women in trade unions:** There are some 1,500,000 women trade union members in unions affiliated with Trades Union Congress, but four women workers in five are still outside the labour movement.

## 50 Years Ago This Month

The Royal Commission inquiring into industrial training and technical education spends five months abroad. The price of milk increased to 7 cents a quart in Stratford. Labourers paid 22 cents an hour in Ottawa

The Royal Commission appointed in June 1910 (L.G., June 1960, p.595) to inquire into industrial training and technical education spent the months of May, June, July, August and part of September 1911 in investigating the methods of training that were in force in the United Kingdom and in the principal countries of Europe.

After completing this inquiry, the Commission, which was under the chairmanship of James W. Robertson, CMG., LL.D., Montreal, and consisted of six members besides the chairman, was to reassemble in Canada to complete its inquiry into conditions in Canada and the United States. The LABOUR GAZETTE of September 1911 reported. The report of the commission was to be submitted to the Minister of Labour, and was expected to be presented at the next session of Parliament.

After holding meetings in England and Scotland during May, the commission, from May 22 to June 20, continued its inquiries in Berlin, Munich, Zurich, Lyons, and Paris. "Individual members of the commission also visited other places between these, including Dresden, Liepsic, Geneva, and Basle," the GAZETTE said.

"After June 20, at Paris, the members separated to carry on inquiries and investigations in the particular departments which had been assigned to each." They thus continued to carry on their investigations individually in England, Scotland, Ireland, France, Germany, Belgium, Switzerland and Denmark.

Several of the LABOUR GAZETTE's local correspondents in the Maritimes reported the departure of groups of young men and young women on harvest excursions to the Prairies. From Charlottetown it was reported that 700 young people had left during August, and the Moncton correspondent said that 200 men had left on the first excursion on August 5 and about 70 more on August 25. Two excursions took away 125 from the Fredericton district.

Even in September 1911 farmers in some parts of Canada were having difficulty in obtaining labour. The GAZETTE's correspondent from Amherst, N.S., re-

ported, "Farmers in this vicinity formerly paid helpers from \$15 to \$20 a month with their board. They are now offering a dollar a day and board, but even with the advance in wages, it is almost impossible for the farmers in this locality to secure help."

From Stratford, Ont., came the following: "The City Dairymen's Association announced a raise of 1 cent per quart in the price of milk, which will sell for 7 cents commencing September 1. Scarcity of milk and the high price of feed are given as the reason for the increase."

The Ottawa correspondent said: "The Ottawa Improvement Commission advanced the wages of the labourers employed in construction work to 22 cents per hour, the civic corporation scale. The men were formerly paid on a scale of \$1.75 to \$1.85 per 9-hour day. About 150 hands are affected."

"It is.....expected that a train service on the Grand Trunk Pacific Railway Company from Edmonton to Montreal, via the Temiskaming and Northern Ontario Railway from Cochrane to North Bay, and via the Grand Trunk Railway Company from North Bay to Montreal, will shortly be established," the GAZETTE said. It also reported that grading on the new GTP line from Biggar, Sask., south to Calgary had been completed, that steel was being laid and that trains were expected to be running between those two points before the end of the year.

A strike of coal miners in Alberta and eastern British Columbia, which began on April 1, 1911, continued throughout August. About 16 companies and 7,000 men were involved in a dispute over the terms of a new contract.

The GAZETTE reported that the output at the Springhill mines, which had practically closed for 22 months owing to a strike (L.G., June, p.564), was steadily increasing. More than 1,200 men were at work and the company intimated that when certain repairs had been made the working force would be largely increased.

A strike of carpenters in Montreal, which began on July 18, ended on August 18. The strike arose out of the refusal of the employers to increase wages to 35 cents an hour.



# TEAMWORK in INDUSTRY

Ian Duke, recently appointed director of manufacturing for Canadian Mechanical Handling Systems, Ltd., Windsor, Ont., is not impressed with employers who try to "keep a distance" between themselves and their employees. "The closer labour and management can get together, the better for both of them," he declared. "You can't keep a distance between two groups of people who are responsible for running the same operation. It isn't logical."

Mr. Duke indicated that a firm had a problem on its hands if just *two* employees couldn't get along together—"but where union and management work under one roof and yet refuse to pull together, that's serious trouble. Companies which don't make an effort to get closer to their employees will have problems—and deserve them. If our LMC did *nothing* for production, we would retain it because of what it does for our plant morale."

Management's attitude generally is that the cost involved in running an LMC is "money well spent". The firm calculates the cost on the basis of 1½ hours per month for each of six men, three from management and three from labour. "You can't put a value on what we get out of joint consultation," said Mr. Duke. "Our LMC has done more for this company in creating good feeling, co-operation, and interest in the work than any other factor I can name."

It was pointed out that some small firms (50 employees and under) refuse to adopt joint consultation on the grounds that they cannot spare either the money or the time "like the big companies can". Mr. Duke waved the objection aside. "That isn't valid. We're a small outfit in numbers. We can get pretty tied up and worried over production, too busy to bother about anything else. But it doesn't pay off in the long run. You start letting important things go—like morale."

He explained that their committee helps to keep the company in touch with personnel and aware of the state of plant morale. Management believes that as long as the committee exists, employee morale will not be a neglected factor.

"Marvellous success" is the term used by C. W. Casgrain, vice-president and general manager of CMHS to describe the work of

the firm's labour-management production committee. He stated that the committee contributed to amicable relations "not only by satisfying our employees from the standpoint of the particular problems of their job or department, but also by keeping them informed of the functions of other departments and the general picture of the company as a whole."

Keeping morale up and relations on an even keel are the biggest contributions the committee is making to plant life, reported Orley Gibbons, president of United Steel Workers Local 5195 (AFL-CIO/CLC) which represents the shop employees.

"Our committee is helpful to both the union and the company, he stated in a recent interview. "I don't go along with people who say labour-management co-operation can hurt one or the other. A union representative serving on an LMC is free to bring to meetings the feelings and thinking of his fellow-workers on a variety of subjects. There he can acquaint management with them. If this couldn't happen, it wouldn't be fair to either the union or the company," he insisted. "What could they do if they didn't know what was going on?"

Mr. Gibbons reported that the LMC keeps things running smoothly and receives lots of co-operation from both sides. Many improvements have been achieved in morale, safety, health and recreation since the committee was founded six years ago. "Everyone here goes along with the idea", he said.

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For the eighth consecutive time, a labour-management team in Winnipeg, Man. has worked a full year without one lost hour due to accidents. At Pelissier's Brewery Limited, management representatives and members of Local 330, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America, CLC, have been awarded the top Canadian safety award in its class by the Dominion Brewers Association. The award is made to the plant with the fewest man-hours lost due to accidents. Pellissier's Brewery had no lost hours either during the past 12 months or during the past eight years.

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

## INDUSTRIAL RELATIONS AND CONCILIATION

### Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during July. The Board issued five certificates designating bargaining agents, ordered four representation votes and rejected nine applications for certification. During the month the Board received ten applications for certification and one request under Section 61(2) of the Act for review of an earlier decision.

#### Applications for Certification Granted

1. Canadian Merchant Service Guild, Inc., on behalf of a unit of first, second and third mates employed aboard the *Charles Dick* by the National Sand & Material Company Limited, Toronto, Ont. (L.G., May, p. 469). The Seafarers' International Union of North America, Canadian District, had intervened (see also Applications for Certification Rejected, below).

2. Vancouver Harbour Employees' Association, on behalf of a unit of security men employed by the National Harbours Board at the Port of Vancouver, B.C. (L.G., Aug., p. 796).

3. International Association of Machinists, on behalf of a unit of fueling service personnel employed by Consolidated Aviation Fueling and Services Limited at the Montreal International Airport, Dorval, Que. (L.G., Aug., p. 796).

4. United Steelworkers of America, Local 5197, on behalf of a unit of labourers employed by the Eastern Canada Stevedoring Co. Ltd. in the loading and unloading of vessels at Port Cartier, Que. (L.G., Aug., p. 796).

5. General Truck Drivers' Union, Local 938 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers and warehousemen employed by MacCosham Van Lines Limited, and working in and out of Kingston, Ont. L.G., Aug., p. 796).

#### Representation Votes Ordered

1. Seafarers' International Union of North America, Canadian District, applicant, the National Harbours Board, respondent, and the National Association of Marine Engineers, Inc., intervener (L.G., July, p.673). The Board directed that the names of both unions be placed on the ballot in the vote which affected a unit of marine engineers employed aboard the tugs *Sir Hugh Allan* and *Glenkeen* at the Port of Montreal, Que. (Returning Officer: C. E. Poirier).

2. Canadian Merchant Service Guild, Inc., applicant, Redwood Enterprises Limited, Montreal, Que., respondent, and the Seafarers' International Union of Canada, intervener (L.G., Aug., p. 796). The Board directed that the names of both unions be placed on the ballot in the vote which affected a unit of deck officers employed by the company aboard the S.S. *Elmdale*, *Pinedale*, and *Sprucedale* (Returning Officer: C. E. Poirier) (see also Applications for Certification Received, below).

3. Canadian Merchant Service Guild, Inc., applicant, Winona Steamship Co. Limited, Montreal, Que., respondent, and the Seafarers' International Union of Canada, intervener (L.G., Aug., p. 796). The Board directed that the names of both unions be placed on the ballot in the vote which affected a unit of deck officers employed by the company aboard the S.S. *Hillsdale* (Returning Officer: C. E. Poirier) (see also Applications for Certification Received, below).

4. Transport Drivers, Warehousemen and Helpers Union, Local 106, and General Truck Drivers' Local 938, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, Central Truck Lines Limited, Val d'Or, Que., respondent, and Local 15026, District 50, United Mine

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This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

Workers of America, intervener (L.G., Aug., p. 796). The Board directed that the names of both unions be placed on the ballot in the vote which affected certain employees of the company operating in and out of Montreal, Val d'Or, Malartic, Cadillac and Rouyn-Noranda in Quebec and Kirkland Lake, North Bay, and Toronto in Ontario (Returning Officer: R. L. Fournier).

### Applications for Certification Rejected

1. Seafarers' International Union of North America, Canadian District, applicant, Upper Lakes Shipping Ltd., Toronto, Ont., respondent, and National Association of Marine Engineers of Canada, Inc. (Great Lakes and Eastern Di-

strict), intervener (L.G., May, p. 469) (see Reasons for Judgment below).

2. Seafarers' International Union of North America, Canadian District, applicant, Scott Misener Steamships Ltd., Port Colborne, Ont., respondent, and National Association of Marine Engineers of Canada, Inc. (Great Lakes and Eastern District), intervener (L.G., May, p. 469) (see Reasons for Judgment below).

3. Seafarers' International Union of North America, Canadian District, applicant, N. M. Paterson & Sons Limited, Montreal, Que., respondent, and National Association of Marine Engineers of Canada, Inc. (Great Lakes and Eastern District) intervener (L.G., May, p. 469) (see Reasons for Judgment below).

## Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board, in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for application for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the province of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.



4. Seafarers' International Union of North America, Canadian District, applicant, Hall Corporation of Canada, Montreal, Que., respondent, and National Association of Marine Engineers of Canada, Inc. (Great Lakes and Eastern District), intervener (L.G., May, p. 469) (see Reasons for Judgment below).

5. Seafarers' International Union of North America, Canadian District, applicant, Dominion Steel and Coal Corporation (Dominion Shipping Division), Montreal, Que., respondent, Canadian Brotherhood of Railway, Transport and General Workers, intervener, and National Association of Marine Engineers of Canada, Inc. (Great Lakes and Eastern District), intervener (L.G., May, p. 470) (see Reasons for Judgment below).

6. Seafarers' International Union of North America, Canadian District, applicant, National Sand & Material Company Limited, Toronto, Ont., respondent, and the Canadian Merchant Service Guild, Inc., intervener (L.G., May, p. 469). The application was rejected for the reason that it was not supported by a majority of the employees eligible to cast ballots in the representation vote conducted by the Board (see also Applications for Certification Granted, above).

7. Seafarers' International Union of North America, Canadian District, applicant, National Sand & Material Company Limited, Toronto, Ont., respondent, and the National Association of Marine Engineers of Canada, Inc. (Great Lakes and Eastern District), intervener (L.G., May, p. 470) (see Reasons for Judgment below).

8. Seafarers' International Union of North America, Canadian District, applicant, The Algoma Central and Hudson Bay Railway Company, Sault Ste. Marie, Ont., respondent, and the National Association of Marine Engineers of Canada, Inc. (Great Lakes and Eastern District), intervener (L.G., May, p. 470) (see Reasons for Judgment below).

9. Asbestos and Eastern Transport Ltd. Employees' Association, applicant, Asbestos Transport Ltd. and Eastern Transport Ltd., Asbestos, Que., respondents, and Local 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, intervener (L.G., July, p. 672). The application was rejected because the Board found that the operations of Eastern Transport Ltd. were confined entirely to the Province of Quebec and that it therefore lacked jurisdiction to deal with the application as submitted.

## Applications for Certification Received

1. Flat Lake and District Mine & Mill Workers' Union Local 1031 of the International Union of Mine, Mill & Smelter Workers (Canada), on behalf of a unit of strip miners employed by the Canada Tungsten Mining Corporation Ltd. in the Flat Creek area of the Northwest Territories (Investigating Officer: D. S. Tysoe).

2. Cape Breton Projectionists Union of the International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada; Local Union No. 848, Sydney, Glace Bay and New Glasgow, N.S., on behalf of a unit of employees of the Hector Broadcasting Co. Ltd., employed at Radio Station CKEC, New Glasgow, N.S. (Investigating Officer: D. T. Cochrane).

3. Teamsters, Chauffeurs, Warehousemen and Helpers Union, Local 927 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers, packers, craters and helpers employed by North America Van Lines (Atlantic) Limited and operating in and out of Dartmouth and Middleton, N.S. (Investigating Officer: D. T. Cochrane).

4. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed personnel employed aboard the *Wheat King* and the *Northern Venture* by Island Shipping Limited (Investigating Officer: A. B. Whitfield).

5. Seafarers' International Union of Canada, on behalf of a unit of deck officers and marine engineers employed aboard the S.S. *Elmdale*, *Pinedale* and *Sprucedale* by Redwood Enterprises Limited, Montreal, Que. (Investigating Officer: C. E. Poirier) (see Representation Votes Ordered, above).

6. Seafarers' International Union of Canada, on behalf of a unit of deck officers and marine engineers employed aboard the S.S. *Hillsdale* by the Winona Steamship Co. Limited, Montreal, Que. (Investigating Officer: C. E. Poirier) (see Representation Votes Ordered, above).

7. General Drivers, Warehousemen and Helpers Local Union No. 979 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Atomic Transfer Ltd., Winnipeg, Man. (Investigating Officer: W. E. Sproule).

8. The Radio and Television Employees' Union (CKVL)-(CNTU), on behalf of a unit of employees of Radio Station CKVL Ltd., Verdun, Que. (Investigating Officer: R. L. Fournier).

9. Association of Canadian Television and Radio Artists, on behalf of a unit of

employees of the Canadian Marconi Company employed at CFCF-TV, Montreal, Que. (Investigating Officer: C. E. Poirier).

10. International Association of Machinists, on behalf of a unit of planners employed by Trans-Canada Air Lines at its Overhaul Base at the Montreal International Airport, Dorval, Que. (Investigating Officer: R. L. Fournier).

## Review of Decision under Section 61 (2) of Act

Joint request to have the name of the respondent changed from Upper Lakes Shipping Ltd. to Upper Lakes Forwarding Limited in the certificate issued by the Board on June 9, 1961, to the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (L.G., Aug., p. 794).

## REASONS FOR JUDGMENT

### in applications for certification affecting

Seafarers' International Union of North America,

Canadian District

Applicant and Intervener

and

Canadian Merchant Service Guild, Inc.

Applicant and Intervener

and

National Sand & Material Company, Limited

Respondent

\* \* \*

Seafarers' International Union of North America,

Canadian District

Applicant

and

Upper Lakes Shipping Ltd., Scott Misener Steamships Ltd.,

N.M. Paterson & Sons, Limited, Hall Corporation of Canada

National Sand & Material Company, Limited, Dominion Steel

and Coal Corporation (Dominion Shipping Division), The

Algoma Central and Hudson Bay Railway Company

Respondents

and

National Association of Marine Engineers of Canada, Inc.

(Great Lakes and Eastern District)

Intervener

and

Canadian Brotherhood of Railway, Transport and General  
Workers

These applications for certification of bargaining agent first came before the Canada Labour Relations Board at a hearing held by the Board in the Confederation Building in the City of Ottawa, Ont., on the 15th and 16th days of December 1960, the Board being unable to reach decisions in respect of them at that time. The applications were

further dealt with at a hearing of the Board on the 3rd day of March 1961, following which the Board ordered that, in respect of each company, supervised votes of the employees affected by the several applications be taken, for the purpose of determining the wishes of the said employees of each company as to which union should

represent them in respect of labour relations with their employing company.

The several votes were taken but before the Board could consider the results, an application for a further hearing was made to the Board by National Association of Marine Engineers, alleging fraud on the part of the Seafarers' International Union of North America, Canadian District, affecting all of the foregoing applications for certification of bargaining agent.

This request was granted and the hearing was held in the Confederation Building in Ottawa on Thursday, the 15th day of June 1961, at 10 o'clock in the morning. In view of the serious character of the allegations made against the Seafarers' International Union all witnesses were sworn before giving evidence.

The evidence in support of the allegations of fraud was given by John J. Wood and Michael J. Sheehan. Mr. Wood is a licensed engineer and from October 1958 till April 1961 had been the Director of the Licensed Division of the Seafarers' International Union of North America, Canadian District (sometimes referred to herein as the SIU). Prior to that, from some time in the latter half of 1957 till October 1958, he had been an agent of the National Association of Marine Engineers (sometimes referred to herein as the N.A.M.E.). Mr. Sheehan had been employed by the Seafarers' International Union from 1949 till November 1960 as a patrolman and organizer. The evidence is not clear as to whether Mr. Wood quit his employment with the SIU or was dismissed by Hal C. Banks, the Secretary-Treasurer of that union. Mr. Sheehan was apparently dismissed by Mr. Banks. In both cases there were differences between these men and Mr. Banks, who was referred to by both of them as a dictator. Mr. Wood was a witness on behalf of the SIU at the hearings of December 15 and 16, 1960 and March 3, 1961. At this hearing of June 15, 1961 he swore that much of his evidence at the previous hearings had been false, that he had found it easy to lie because he thought he was helping the engineers, but that now, June 15, 1961, he was under oath and was telling the truth.

The first matter involving alleged fraud about which Mr. Wood gave evidence on June 15, 1961 was the amalgamation of the National Association of Marine Engineers, East Coast District, with the SIU, which the Board had previously been told occurred in the autumn of 1958.

Prior to September 1958 it appears that Mr. Wood, then an official of N.A.M.E., had been in touch with Mr. Banks. His evidence may be summarized as follows: On

The Board consisted of C. R. Smith, Chairman, and A. H. Balch, E. R. Complin, A. J. Hills, and A. C. Ross, members. The Judgment of the Board was delivered by the Chairman.

the instructions of Mr. Banks, he and his assistant in N.A.M.E., Peter Scragge, called a meeting of engineer members of N.A.M.E., East Coast District, which was held on September 29, 1958 at the N.A.M.E. office at 484 McGill Street, Montreal. Not more than 24 hours notice of the meeting had been given and the meeting was attended by 15 men, which number is confirmed by the minutes of the meeting (Exhibit 1), out of about 600 engineers in the East Coast District of N.A.M.E.

The minutes of the meeting further record a motion, as follows: "That a referendum ballot be taken by the engineers in the Eastern District of their desire in regard to amalgamation with the SIU. Carried unanimously."

The ballot was to be completed by and the votes counted on the 21st of October.

Following the meeting, according to Mr. Wood's evidence, a form was prepared by Leonard McLaughlin, an official of the SIU, consisting of a letter to the engineers with a ballot question at the bottom on which they could vote in favour of amalgamation or against it. A quantity of these ballot forms was run off in the office of the SIU, and were brought to Mr. Banks' office, where Messrs. Banks, McLaughlin, Sheehan and Wood were present. Each of these four men marked a number of the ballots, about sixty in all, in favour of amalgamation with the SIU. Mr. Wood placed these sixty ballots in envelopes and sealed them, and then put the envelopes in a shoe box at the N.A.M.E. office at 484 McGill Street, Montreal.

Mr. Wood then sent sufficient ballot forms to N.A.M.E. agents at the head of the Lakes and Thorold, Ont., with instructions to have the engineers vote, place the ballots in envelopes and return them to Mr. Wood. Between 100 and 150 ballots were returned. According to Mr. Wood, the ballot was taken for show purposes, to give the impression that the vote was being taken democratically. No real effort was made to contact all of the engineers. Mr. Banks had directed what the outcome of the ballot should be. The ballots were in plain white envelopes, so that they could be taken out and rejected if not satisfactory, and a suitable number made up. They were in fact opened by Mr. Wood and Mr. Scragge.



Mr. Wood and Mr. Scragge then marked enough ballots to produce the desired result, including the 60 that had been marked in Mr. Banks' office and those returned by the N.A.M.E. agents. The ballots were counted by a balloting committee of four, including Mr. Scragge, who was the only member of the committee who knew how they had been marked.

The result was exactly as planned, 301 in favour of amalgamation and 50 against amalgamation, with 7 spoiled ballots.

Mr. Wood had never done this sort of thing before, and had to be instructed on the procedure.

The balloting affected the engineers employed by the companies involved in these applications, and by many other companies.

The result of the vote secured in this way was then used to show both the engineers and the companies that an amalgamation had taken place, to persuade the engineers to sign cards designating the SIU as the union to which the companies should pay dues by checkoff, and to try to induce the companies to sign collective bargaining agreements with the SIU affecting the engineers.

Mr. Sheehan's evidence confirmed that of Mr. Wood concerning the marking of ballots by Messrs. Banks, McLaughlin, Wood and himself in Mr. Banks' office. On Mr. Banks' instructions he showed Mr. Wood how to mark the ballots. He also stated that this sort of thing had been done many times when applying for certification or when taking a vote to accept or reject a recommendation made by a conciliation board.

Mr. McLaughlin gave evidence denying that he had had anything to do with marking ballots, as alleged, in Mr. Banks' office. He stated that he had helped to draw up the ballot and to revise a draft of it but had never seen it again. He also gave evidence to prove that he could not have had anything to do with this alleged episode. His evidence was that on the next day he went to Ottawa for a case before this Board on Thursday, that he stayed over for the Friday and went back to Montreal. He was ill during the trip and on the morning after his return to Montreal he was unable to get up. His wife called a Dr. Dickinson, who told her to bring him right down to the hospital. He entered the hospital on either October 3 or 4, and was there until the second week in November.

Following the hearing of June 15, 1961, counsel for the SIU forwarded to the Board copies of certain documents in support of Mr. McLaughlin's evidence, as follows:

1. A receipt dated September 30 for \$3.50 given by the Prescott Hotel, Ottawa, to Mr. McLaughlin "for room".

2. A receipt dated October 4, 1958, for \$8.00 given by Dr. Albert Day made out to Leonard McLaughlin for "office call".

3. Records showing that Mr. McLaughlin had been in the Montreal General Hospital from October 8, 1958 to some date in November.

These documents show several discrepancies with Mr. McLaughlin's oral evidence. September 30, 1958 was a Tuesday. The records of the Board show that Mr. McLaughlin was present at a meeting on October 1. Mr. McLaughlin stated he arrived at the motel about 1 a.m., apparently on October 1, the same day as the meeting of the Board. The receipt appears to have been for a room on the night only, September 30-October 1. As October 1 was a Wednesday it seems that in fact Mr. McLaughlin was mistaken about returning to Montreal on Friday and that he did return there on Wednesday or perhaps Thursday. Of greater significance is the documentary evidence submitted on his behalf, which does not relate to a telephone call to a Dr. Dickinson, which indicates that Mr. McLaughlin did not enter hospital on the 3 or 4 of October, that he made an office call on Dr. Day on October 4 and did not enter hospital till October 8. The evidence of Mr. Sheehan was that the marking of ballots took place in Mr. Banks' office during the first week of October. Mr. Wood did not specify the exact date but from his evidence it is clear he must have been referring to a period around the first of October.

From the foregoing review of the evidence it is obvious that Mr. McLaughlin could have been present on the alleged occasion. His evidence tendered to prove he could not have been present breaks down completely.

The second matter involving alleged fraud about which Mr. Wood gave evidence on June 15, 1961 has direct reference to the applications before the Board filed by the SIU. When these applications were filed in the latter half of 1960 the usual investigation as to union membership of the affected employees was made in each case. The SIU records with respect to several of the companies contained no signed applications for membership, though during some periods dues had been received by the union by way of checkoff. The Board's investigating officer was informed by the SIU that the union destroyed applications for membership after one year and that in these cases they had been destroyed. At the hearing of March 3, 1961, Mr. Wood and Mr. McLaughlin gave evidence that this was the fact and that in any event these engineers has become members of

the SIU by the amalgamation in October 1958. The Board could not understand why the SIU, with long experience of the Board's rules concerning membership, would destroy membership applications, and no satisfactory reason was given to the Board. At the June 15, 1961 hearing Mr. Wood swore that in these cases no applications for membership had ever been received. This was so in respect of Algoma Central and Hudson Bay Railway Company, Upper Lakes Shipping Ltd., Scott Misener Steamships Ltd., N. M. Paterson & Sons Limited and Hall Corporation of Canada.

Mr. Wood, who during the period in question was Director of the Licensed Division of the SIU, was questioned further on June 15 concerning membership and the payment of union dues by engineers employed by the other two companies affected by these applications during the three-month period prior to the filing of the respective application as required by Rule 15 of the Board's regulations. His evidence is summarized as follows:

*Re Dominion Steel and Coal Corporation*—Out of nine men in the proposed bargaining unit only two had paid dues. As an alternative to payment of dues, Rule 15 permits payment of the union's initiation fee in an amount at least equal to one month's dues, during the said three months. Mr. Wood said that Dosco's engineers had signed applications for membership and paid an initiation fee of \$5.00 fourteen or fifteen months prior to the application. Then in 1960, when it was decided to apply for certification, Mr. Wood, with the full permission of Mr. Banks, redated the applications of these men for union membership and caused new receipts for initiation fees to be issued to them in exchange for the old ones, all dated to show payment within the Board's Rule. These altered application forms and receipts were the records on which union membership was claimed.

*Re National Sand & Material Company, Limited.*—In an application by the SIU for certification to represent the three mates employed by this company, the SIU produced applications for membership signed by all three, one application being undated, the others bearing dates June 21, 1960 and June 28, 1960. Mr. Wood stated that these men had signed applications around two or two and a half years ago, but that to his knowledge no money had ever been received from any of them and that no applications from any of these men had come to his desk in over two and a half years. They would normally have come to his desk. He stated that in

the two and a half years two of these mates had become fed up waiting for the SIU and had steadfastly refused to sign with the SIU. He said it was the old applications for membership that Mr. Banks was using now, but he had no knowledge of how the dates in 1960 came to be on the two application forms.

Mr. Sheehan's evidence was that for a few days before the meeting of September 29, 1958, and also subsequent to that date, he worked for the SIU on the organization of engineers, mates and masters. With respect to the Scott Misener, Upper Lakes and Paterson companies' engineers he asked Mr. Banks for membership application forms but that Mr. Banks told him: "You don't need them, we will get it without them before the Labour Board."

No membership application forms were made out for engineers of these or other companies, but blue-colored designation cards for checkoff purposes were obtained by him from engineers (number unstated). During the period of three months or so prior to November 17, 1960, he was attempting to organize the engineers employed by the Scott Misener, Upper Lakes and Paterson companies. The only thing any of these engineers signed was the blue designation card. He did not ask for nor obtain applications for membership from any of them, nor did he ever receive any initiation fees or membership dues from any of them.

A third matter about which Mr. Wood gave evidence had to do with the hearing of March 3, 1961. At that meeting a large number of men were in attendance. The Board was told, on behalf of the SIU, that there were some 120 or 130 of them and that they were engineers supporting the SIU. A few of them were called as witnesses and gave evidence indicating support of the SIU.

At the hearing of June 15, 1961, Mr. Wood's evidence was that he knew personally 80 to 85 per cent of the engineers employed by the companies involved in the applications before the Board. He said that it was planned by Mr. Banks to have a delegation at the March 3 hearing, that Mr. Banks instructed the SIU agents at the several port centres to round up what engineers they could to attend the hearing, at the expense of the SIU, that the agents were able to secure the attendance of about 25 engineers only, of whom some 15 to 18 were employed by the companies concerned, and that the balance of the 120 or 130 were made up of unlicensed personnel in the Montreal area, on Mr. Banks' orders. He stated that those who gave



evidence on March 3 were called from a list of 10 names he had given to the SIU counsel, these 10 being names of engineers he knew were in favour of the SIU.

Mr. Wood was cross-examined at great length but scarcely at all on the evidence described above. The only points in his evidence touched on in cross-examination were the matter of Mr. Banks' and Mr. McLaughlin's marking ballots in Mr. Banks' office in 1958 in connection with the amalgamation vote, and the matter of the 120 to 130 men who were present at the hearing of March 3, 1961. He was questioned briefly on these matters and his evidence was not shaken.

Mr. Sheehan was also cross-examined at length but the cross-examination touched only one point in his evidence as described above, the point of Mr. McLaughlin's marking ballots. His evidence was not shaken.

For evidence relating to the amalgamation in 1958, and to membership and payment of dues prior to these applications for certification, the SIU relied on the union records submitted to the Board and to the oral evidence given at the earlier hearings. As mentioned above, much of this evidence, both documentary and oral, was sworn by Mr. Wood to have been false.

Counsel for the SIU cross-examined Mr. Wood and Mr. Sheehan at length for the purpose of discrediting their evidence and in an attempt to prove their evidence at this hearing of June 15 was motivated by a desire for revenge. Evidence was also introduced that Mr. Wood had stated on more than one occasion that he was going to fix the certification votes ordered by the Board and that he would commit perjury to do so. J. I. Newton gave three versions of what Mr. Wood said, all of which differed materially except for the words "even if I have to perjure myself." G. Gauthier mentioned only one form of words as having been used by Mr. Wood, this being the last of the three versions given by Mr. Newton, who preceded him in the witness box. This evidence was repeatedly denied by Mr. Wood under cross-examination. Mr. Wood's own version of what he said on one of the occasions referred to was: "I said I could possibly come before the Board and show the Board where perjury had been committed..."

There is no doubt from the evidence as a whole that by the date of the hearing on June 15 1961 Mr. Wood and Mr. Sheehan were far from friendly to Mr. Banks and the SIU. The evidence indicates

that there was some justification for their attitude but the Board deems it unnecessary for the purpose of this decision to examine the evidence in that regard. There is also the fact that in giving evidence on June 15, Mr. Wood, who was the principal witness against the SIU, admitted that at the previous hearings much of his evidence had been false.

The Board has given full and careful consideration to all the foregoing circumstances and facts. The members of the Board, after observing the witnesses on the stand and examining the transcript of their evidence, have come to the conclusion that the evidence of Mr. Wood and Mr. Sheehan is to be preferred to that of the witnesses for the SIU. On none of the essential matters involving allegations of fraud was their evidence shaken. On many points they were not cross-examined nor was any new evidence tendered on behalf of the SIU.

In the result the Board finds:

1. That the so-called amalgamation vote in 1958 was conducted in a manner fraudulent to the engineers, and that both the engineers and their employing companies were almost certainly misled by the result of the vote so obtained. No claim by the SIU to engineer membership in the union based on this vote can be entertained by the Board.

2. With respect to the employees of five of the companies, no applications for membership in the SIU were ever obtained, though union dues were obtained by check-off from some of these companies by means of designation cards signed by engineers. No union initiation fees were ever paid by the employees in question. Evidence as to the destruction of application for membership forms was false and was given for the purpose of misleading the Board, and the Board was in fact misled. With respect to the other two companies, applications for membership were obtained more than a year before the applications for certification were filed. In the case of one of these companies initiation fees had been paid at that time but only two out of nine employees involved had paid union dues. When the application for certification was to be filed in the autumn of 1960, the application for membership forms were redated and new receipts for initiation fees were issued, in order to show membership in good standing under the Board's rules. In the case of the second of these two companies, none of the employees (mates) affected had ever paid any money to the SIU. The facts set out in this paragraph constitute acts of fraud against the Board.



3. The great majority of the 120 to 130 men who were brought by the SIU to the Board's hearing of March 3, 1961 were unlicensed personnel, not engineers, as was represented to the Board at that hearing. The bringing of these men to the hearing was an attempt to prove to the Board that the SIU had the support of the great majority of the engineers employed by the companies affected by these applications for certification. It can only be interpreted as an attempt to mislead the Board, which was not discovered till the hearing of June 15.

If the Board had been aware of the true situation on March 3, 1961, it would

not have ordered that votes be taken in any of these cases in which the SIU was an applicant for certification. All such applications would have been rejected at that time. Under these circumstances and in view of the frauds committed by the SIU in connection with its applications, the Board's decision cannot be affected by the result of the votes taken under the Board's order. All the foregoing applications by the Seafarers' International Union of North America, Canadian District, are rejected.

(Sgd.) C. RHODES SMITH,  
*Chairman, for the Board.*

Dated at Ottawa, August, 1961.

## Conciliation and Other Proceedings before the Minister of Labour

### Conciliation Officers Appointed

During July, the Minister of Labour appointed Conciliation Officers to deal with the following disputes:

1. Dominion Steel and Coal Corporation, Ltd., Dominion Shipping Division, Montreal, and Seafarers' International Union of North America, Canadian District (Conciliation Officer: R. Duquette).

2. Barnhill's Transfer Limited, Truro, N.S. and Local 76 and 927 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: D. T. Cochrane).

3. The Ogilvie Flour Mills Co., Limited, Winnipeg, and United Packinghouse Food and Allied Workers, Local 520 of the United Packinghouse Workers of America (Conciliation Officer: J. S. Gunn).

4. East-West Transport Ltd., Vancouver, and Local 605 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: G. R. Currie).

5. Buntain Bell and Co. Ltd., J. A. Gormley (Stevedoring Service) and Horace B. Willis Ltd., and Labourers Protective Union No. 9568 (Conciliation Officer: H. R. Pettigrove).

6. Motor Transport Industrial Relations Bureau (representing certain companies within federal jurisdiction) and Local 880 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: F. J. Ainsborough).

### Settlements Reported by Conciliation Officers

1. United Keno Hill Mines Limited, Elsa, Yukon Territory, and Local 924 of the International Union of Mine, Mill and Smelter Workers (Conciliation Officer: D. S. Tysoe) (L.G., Aug., p. 796).

2. Canadian Pacific Railway Company (dining, cafe and buffet car employees) and Brotherhood of Railroad Trainmen (Conciliation Officer: F. J. Ainsborough) (L.G., Aug., p. 797).

3. K.L.M. Royal Dutch Airlines, Montreal, and International Union, United Automobile, Aircraft and Agricultural Implement Workers of America (Conciliation Officer: R. Duquette) (L.G., Aug., p. 797).

### Conciliation Boards Appointed

1. Canadian National Railways (Atlantic, St. Lawrence, Great Lakes, Mountain and Prairie Regions, and including Newfoundland District) and Brotherhood of Locomotive Firemen and Enginemen (L.G., Aug., p. 797).

2. Canadian Pacific Railway Company (Atlantic, Eastern, Prairie and Pacific Regions, including Quebec Central Railway Company and Dominion Atlantic Railway Company) and Brotherhood of Locomotive Firemen and Enginemen (L.G., Aug., p. 797).

3. Canadian Pacific Railway Company (Atlantic, Eastern, Prairie and Pacific Regions) and Brotherhood of Railroad Trainmen (no Conciliation Officer previously appointed).

### Conciliation Board Fully Constituted

The Board of Conciliation and Investigation established in June to deal with a dispute between Canadian National Railways and Brotherhood of Railroad Trainmen (L.G., Aug., p. 797) was fully constituted in July with the appointment of His Honour Judge John B. Robinson, Haileybury, Ont., as Chairman. Judge Robinson was appointed by the Minister in the absence of a joint recommendation from the other two members, T. R. Meighen, Q.C., of Montreal and Honourable A. W. Roebuck, Q.C., of Ottawa, who were previously appointed on the nomination of the company and union, respectively.

### Conciliation Board Reports Received

1. The Shipping Federation of Canada, Inc. (Port of Montreal) and Local 375 of the International Longshoremen's Association (L.G., July p. 675). The text of the report is reproduced below.

2. B.C. Air Lines Limited, Vancouver, and Canadian Brotherhood of Railway, Transport and General Workers (L.G., July p. 675). The text of the report is reproduced below.

## Report of Board in Dispute between

The Shipping Federation of Canada, Inc., Port of Montreal  
and

International Longshoremen's Association, Local 375,

The Board of Conciliation and Investigation appointed pursuant to the provisions of section 28 of the Industrial Relations and Disputes Investigation Act, R.S.C. 1952, Ch. 152, and which was composed of Mr. R. G. Chauvin, the companies' nominee; Mr.

During July, the Minister of Labour received the Report of the Board of Conciliation and Investigation established to deal with a dispute between The Shipping Federation of Canada, Inc., Port of Montreal and Local 375 of the International Longshoremen's Association.

The Board was under the chairmanship of the Honourable Mr. Justice Roger Ouimet, Montreal. He was appointed by the Minister on the joint recommendation of the other two members R. G. Chauvin and Louis Laberge, both of Montreal, nominees of the Federation and union, respectively.

The Report is reproduced here.

### Settlements Reached after Board Procedure

1. Shell Canadian Tankers, Limited, M.V. *Western Shell*, Vancouver, and Seafarers' International Union of North America, Canadian District (L.G., Aug., p. 798).

2. Trans-Canada Air Lines, Montreal, Que., and Canadian Air Line Flight Attendants' Association (L.G., July, p. 679).

3. The Shipping Federation of Canada, Inc. (Port of Montreal) and Local 375 of the International Longshoremen's Association (see above).

### Strike Action after Board Procedure

1. Hamilton Shipping Company Ltd., Yorkwood Shipping & Trading Co. Ltd. and the Hamilton operations of Eastern Canada Stevedoring Co. Ltd., Cullen Stevedoring Co. Ltd., Caledon Terminals Ltd., Pittston Stevedoring Corp. of Canada, and Local 1654, Hamilton, of the International Longshoremen's Association (L.G., Aug., p. 803). Stoppage of work occurred July 12.

2. Eastern Canada Stevedoring Co. Ltd., Cullen Stevedoring Co. Ltd., Caledon Terminals Ltd., Pittston Stevedoring Corp. of Canada, and Local 1869 and 1842, Toronto, of the International Longshoremen's Association (L.G., Aug., p. 809). Stoppage of work occurred July 10.

Louis Laberge, union's nominee; and Mr. Justice Roger Ouimet, chairman and third member, hereby begs to submit its report and recommendations.

#### 1.—Mandate:

The Board has been called upon to pronounce upon proposals submitted by both parties as set out in Exhibits U-2 and C-1 "D" and "E", in respect of the renewal and amending of a collective labour agreement made at Montreal as of the first day of January, 1959, a copy of which was filed as Exhibit U-3.

#### 2.—Preliminary Objection:

The union, through its attorney, made a strenuous objection to the adducing, by the companies, of evidence in relation to conciliation proceedings which preceded the appointment of this Board.

However, the conciliator's report having been forwarded to all the members of the Board by the Director of Industrial Relations, they could hardly refrain from taking cognizance of its contents.

Furthermore, the union's attorney having informed the Board that a formal protest against such procedure had been forwarded to the Minister, it was the unanimous opinion of the members that due notice be taken of such objection and representations and that whatever evidence was presented by either side be considered as forming part of the record, subject to and under reserve of the said formal objection, the Board being convinced that it may not decide to divest itself of its powers of investigation upon what might well be regarded as a technicality.

### *3.—The Parties' Respective Positions:*

#### *A—The Union's:*

For a great many years, the parties and their representatives appear to have had quite stable and progressive contractual relationships.

The term of the last Working Agreement between them expired at the end of December, in the year 1960.

Negotiations followed, based on proposals for amendments to the Working Agreement for an ensuing term.

Unfortunately, while both parties were in good faith (Cf. Union's Brief U-1), it was not possible to arrive at a settlement: hence the constitution of this Board.

It would appear that although the local of the union has been in existence since 1903, the last time the parties appealed to a conciliation board was around the year 1940.

Nevertheless, both parties admitted to a situation of unrest on the water-front.

The union was emphatic in its representation that the longshoremen covered by the Working Agreement are called upon to perform extraordinary tasks and operations in their daily work and that such work is not comparable to the performance of employees in industry generally for the following reasons:

- 1.—Danger to life and limb;
- 2.—The strenuous nature of physical efforts;
- 3.—Endurance and dexterity;
- 4.—Productivity;
- 5.—Climatological conditions;
- 6.—Products handled.

The union's proposed amendments to the Working Agreement therefore may be divided into two (2) categories insofar as

the longshoremen are concerned, namely: Working Conditions and Monetary Remuneration.

#### *B—The Companies:*

Stressing the fact that negotiations between the employing companies represented by the Federation, and delegations representing the I.L.A. locals at Montreal, Three Rivers, Quebec, Halifax, N.S. and Saint John, N.B., commenced in Halifax in December 1st, and that on February 15, 1961, the delegations representing both parties had agreed to recommend package settlements as shown in a memorandum marked Exhibit C-1 "F", the companies, referring to a further proposed revision, no less emphatically stated that they considered they had "gone a long way to reach agreement with the Montreal longshoremen, particularly in view of the fact that their proposed package settlement went further with respect to working conditions than the package settlements agreed to by the Longshoremen Locals at the other four (4) Ports". (Exhibit "F") (Exhibit C-1).

#### *C—The Board's Position:*

At the outset of the very first public sitting, your Board endeavoured as forcefully and energetically as it could "to bring about agreement between the parties in relation to the matters referred to it."

Such efforts soon proved fruitless however when it became evident that the companies felt that they had gone far enough and that the Union's representatives did not wish to revert to "concessions" which were unpalatable and unacceptable to the very large majority of their membership.

#### **Board's Findings and Recommendations:**

The evidence disclosed that the ILA Local 375 have, for the past few years, negotiated and concluded agreements jointly with the longshoremen employed at the Ports of Quebec, Three Rivers, Saint John, N.B. and Halifax, N.S., notwithstanding differences in working conditions in all these ports.

The majority of the Board were also convinced that the efficiency and productivity experienced in the Port of Montreal exceed those of all four (4) other ports enumerated above, the nearest approximation being found at Saint John. The companies' nominee dissents vigorously on this point.

Moreover, the number of accidents—be they of a minor or a major nature—is far greater than elsewhere and appears to have increased of late in the Port of Montreal. (Exhibits U-5 and U-7.)

This could be attributed to many causes including the greater number of men at



## Union's Original Proposals

### *I—Article 2 (a) to (1) inclusive:*

#### *Wages and Fringe Benefits:*

work, lack of adequate security measures, and, also, to a certain extent, lack of precautions taken by the longshoremen themselves, etc.

But these explanations were not entirely satisfactory and the majority of the Board—the companies' nominee dissenting—feel that working conditions on the local waterfront are evidently not all what they should be.

However, before going into a detailed study of the parties' respective submissions, the Board wish to state they are unanimous in recommending that a "Joint Committee on safety and accident prevention" be formed forthwith between the parties and sit all year long with a view to insuring permanent standards of security.

The Board have noted the eagerness with which the companies accepted their verbal suggestions to this effect during the sittings, as well as the emphasis placed by the longshoremen's representatives on the paramount importance of this vital question.

On the other hand, the formation of such a committee does not appear, in the light of the evidence filed and submitted, to be the only solution to the problem. It may be added that the Board came to the conclusions expressed in the present report on this subject after having visited three (3) different ships at their moorings in the Port of Montreal, and after having personally witnessed loading and unloading operations of a great variety of slingloads, whether palletized or not.

The ever present danger of the work involved could not escape even the most casual observer. Evidence was adduced that life insurers have acknowledged this fact by demanding an additional premium per thousand dollars from dock employees, and refusing both disability and double-indemnity coverage for longshoremen, stevedores and dock labourers (U-6).

However, the Board are of the opinion that a few occupations in the construction business, e.g. steel erectors, etc., could compare with those of the longshoremen where hazards are concerned.

On the other hand, the variety of cargoes handled in Montreal certainly increases the incidence of accidents and this should be taken into consideration when examining the Union's proposals.

The companies' nominee, dissenting, finds this point is not supported by the evidence presented.

The Board will now proceed to consider the parties' original proposals (Exhibits U-2 and C-1 "D").

The union demands an increase of fifty (50¢) cents across the board. The package deal of seven (7¢) cents for the first year and six (6¢) cents for the ensuing year, and in an agreement of two (2) years duration, was twice rejected by the Montreal longshoremen, although it appears to have been accepted by longshoremen's locals of the other four (4) ports.

The union made comparisons with the Port of Vancouver, where an existing agreement, a copy of which was filed as Exhibit U-12, covers, among others, five (5) companies, members of the Shipping Federation of Canada Incorporated, who operate both in the Port of Montreal and in Vancouver as members of the Shipping Federation of British Columbia.

According to the union, these so-called "Big-Five" represent approximately seventy-five (75%) per cent of longshore or stevedoring work in both ports. Yet they have agreed to a differential amounting to approximately eighty (80¢) cents an hour more in British Columbia than in Montreal.

This differential is denied by the Companies, who point out that it is only of the order of thirty-five (35¢) cents, being \$2.78 in Vancouver, and \$2.43 in Montreal, taking into consideration the contribution of twenty-nine (29¢) cents by all companies to the Shipping Federation of Canada—ILA trust funds, to provide pension, welfare and vacation funds to eligible ILA employees as included in Article 6 of the Agreement U-3.

It is the Board's opinion that the Port of Montreal longshoremen could not expect at this stage to bridge the gap between rates prevailing in two (2) ports, which are different in many respects.

It was pointed out, and rightly so, by the companies that differentials between Montreal and Vancouver exist in eight (8) main trades, going as high as fifty-seven (57¢) cents, where carpenters are concerned, and not lower than forty-two (42¢) cents in the case of plumbers. (Exhibit C-2.)

Incidentally, the Port of Toronto pays forty-five (45¢) cents less than Montreal for longshoremen's services.

The companies' nominee and the chairman are of the opinion that the fifty (50¢) cents increase mentioned in the union demands is exaggerated. On the other hand, the chairman and the union's nominee feel that in order to conciliate differences, and in view of the fact that the companies

have not denied their ability to pay, a general increase of nineteen (19¢) cents per hour, represented by ten (10¢) cents as from January 1st, 1961, and nine (9¢) cents as from January 1st, 1962, should be recommended.

The companies' nominee dissents and adds: The members of the union should receive an increase, because of the rise in the cost of living, etc., but that increase should be fair and not immoderate. It should have some bearing with productivity and also with overall economic conditions, particularly within the shipping industry. The employers brought evidence showing that of late, at least in some areas of the Montreal longshoremen's work, production not only has not increased but has fallen back (Exhibit C-8). It should be noted, on the other hand, that the low levels of the prevailing freight rates (which still remain depressed after four years) are a heavy burden on the industry (Exhibit C-4). Comparisons with longshoremen in far-away ports or with other occupations can be misleading, because the work performed, the skills required, etc., are not the same. The hourly rates already being paid the Union's members compare very favorably with those being paid longshoremen in Toronto (Exhibit C-2). They are much superior again to the rates being paid on the spot, i.e. in Montreal, to other longshoremen, who are members of another union but perform the same work (although on coastal, rather than ocean-going, vessels). The recent rise in the cost of living would appear to warrant an increase of about four (4¢) cents in the basic hourly rate. The parties have gone quite beyond this and discussed an increase of seven (7¢) cents for 1961. That amount appears both fair and reasonable. A further increase of 6¢ per hour, as discussed by the parties, should be recommended for the year 1962.

#### II—Article 2 (a):

##### *Saturday: Time and a Half Day.*

The union's submissions and arguments did not succeed in convincing the majority of the Board that this amendment should be accepted. Mr. Laberge, the union's nominee, energetically dissents.

#### III—Article 2—Section (k):

In view of rapidly changing housing conditions in Montreal, and of the necessity for a large number of the members of the local to find homes in more or less distant suburbs, it appeared to the union's nominee and the chairman, that the proposed amendment should be implemented so that Section 2 (k) read as follows:

That men ordered out to work at 8:00 a.m., and 1:00 p.m., must be ordered out before 1:00 p.m., the previous day, through the Union Hall Office, except for Monday, 8:00 a.m., at which the Companies will have the right to call through the same channel, not later than Saturday, 1:00 p.m. If no work is available, a minimum of "not more than" two (2) hours shall be paid at prevailing rates of pay, "except where" adverse weather conditions prevent working. "In no event shall this call pay ever exceed a maximum of two (2) hours for a whole work day." In "the" event "a" holiday, mentioned in Article 2, Section (b), falls on a Monday this "said" Article shall apply.

However, the union's nominee feels very strongly that the following paragraph should be added: "If men start work a minimum of two (2) hours shall be paid."

The companies' nominee dissents as follows:

He agrees that the men should receive minimum time on the 8:00 a.m. and 1:00 p.m. calls when work is not available and weather conditions do not prevent working. However, it appears to him minimum time of one (1) hour would be sufficient and should, in effect, deter from any misuse of the 8:00 a.m. call if, as was alleged by the union, there has ever been any such misuse by the companies in the past.

On the other hand, the companies' nominee believes the demand that the companies place their orders for the 8:00 a.m. and 1:00 p.m. calls by 1:00 p.m. the previous day, is unrealistic.

#### IV—Article 2—Section (I):

Add at the end of clause:

If men are required to work after midnight, they must be notified between 5:00 p.m. and 6:00 p.m. Those who are idle during the afternoon must be informed at 7:00 p.m.

The Board unanimously recommends this amendment as it covers a situation of fact which is prevailing locally.

#### V—Article 2—Section (q):

Add to this Section the following sentence: "If men do not disembark the ship at meal hours, they shall be paid double time at prevailing rate for that hour."

The same remark applies as in the preceding case.

#### VI—Article 2—Section (s):

The Union's proposal reads as follows:

Not less than six (6) men to be employed for handling lines when docking, undocking or shifting ships, men to be paid from time ordered out, but not less than two (2) hours at single rate during week days at all times, and two (2) hours double time on Sundays and Holidays. If members of ILA Local 375 are not available, i.e. to be given to Local 1552 ILA.

There is no objection as to the principle expressed in the last sentence of this proposed amendment. But the Board feel that it would be clearer if worded as follows: "If members of ILA Local 375 are not available for work, preference is to be given to Local 1552 ILA."

On the other hand, no agreement could be reached between the members of the Board as to the advisability of amending otherwise the existing article.

The companies' nominee is of the opinion that the companies' proposition on this point, which appears later in this report, should be recommended.

The union's nominee would favour the union's proposal, but suggests that a compromise should be reached by accepting "six (6)" and "four (4)" men, depending on the tonnage of the vessels.

The evidence does not satisfy the chairman that any change should be made in the existing article, one way or the other.

#### *VII General:*

*Article 3*—Section (c) of the Agreement, U-3, dated January 1st, 1959, between the companies and longshoremen, refers to a schedule of working conditions, which appears under the heading "General" and contains clauses numbered from 1 to 26 inclusive.

The Union's demands cover the following:

(1) *Article 2* to read—"walking-bosses to be members of Local 375 ILA."

The reasons given by the union for this proposed amendment are, in substance, the following:

a) That all, except two (2) of the employees, who act either temporarily or permanently as walking-bosses, are members of more or less long standing of Local 375;

b) The Foremen have to belong to the Union;

c) Trouble will be avoided between the Union and Employers, such as arose on September 23rd, 1960, when there was a work stoppage;

d) Should there be a grievance as between the members of the union and companies in relation to walking-bosses, it would be much easier to discuss with the employers and to settle arguments, than if exceptions are maintained as to union membership on the part of walking-bosses.

The chairman and the union's nominee, after having visited the ships, as mentioned earlier, and having spoken with a number of walking-bosses, are convinced that the Union's requests are reasonable, especially seeing that, in the majority of cases, walking-bosses revert to their basic functions in

rotation, which would normally make it awkward for non-members to work alongside companions who are members of the Local.

The companies' nominee dissents on the principle that walking-bosses, being above foremen, should be free to choose whether or not they will belong to the union. Also he believes the evidence presented was inconclusive and unsatisfactory.

#### *(2) Unloading:*

a) Articles 13 to 16 inclusive provide for a 5 per cent margin to be permissible over and above maximum slingloads.

The majority of the Board believe that, in this case, as well as in the case of loading, the union has not brought forth a sufficiently convincing argument to allow for a recommendation that this margin be eliminated.

Incidentally, it was alleged by the union that Montreal was the only port where such margin existed, but Exhibits C-6 (being the copy of the agreement effective at Saint John, N.B.) and C-7 (being the copy of the Quebec Agreement) rebutted their contention.

The Board, as a majority, do not, therefore, recommend the acceptance of this amendment. The union's nominee is dissenting as follows:

The 5 per cent margin was accepted by the parties in order to resolve exceptional problems. But the Companies have abused this to the point that the slingload is at present not 2000 lbs but rather 2100 lbs, and, therefore, the union's nominee recommends, if the 5 per cent margin is not eliminated, that words should at least be written into the Agreement to prevent further abuses in this connection.

This remark applies to every article of exhibit U-3 in which he said 5 per cent margin is mentioned.

b) As for the addition of one (1) man in the hold, in the opinion of the majority of the Board, the preponderance of the evidence submitted made a good case in favour of the Union's contention, especially in view of the tremendous increase in productivity and in the volume of cargoes handled since after the introduction, in 1936, of mechanization and power equipment on ships, on the wharves and in the sheds.

The union's demand is therefore recommended on this point, the companies' nominee dissenting.

On the other hand, the chairman and the companies' nominee feel that no satisfactory evidence was adduced as to the unloading of imported automobiles.



The Board cannot agree on a recommendation on this point.

(3) *Article 16:*

The majority of the Board feel that the evidence has disclosed that, at the present time, a regular gang for the unloading of all cargoes *overside* into another vessel, comprises nineteen (19) men, and recommend that this may be increased by one (1) man, making it "twenty (20) for a slingload, which shall not exceed 2000 pounds, net weight, of cargoes, 5 per cent margin, except in the case of a single piece and/or package and also except in the case of bagged cargo when the slingload shall not exceed 1800 lbs." The companies' nominee dissents.

(4) *Article 17:*

The union's proposal is acceptable to the chairman and the union's nominee with a slight amendment.

The Article should therefore read as follows:

The Companies and/or the contracting stevedores, "after consultation with the Union's representative", shall have the right, at any time, to increase the slingloads mentioned in Articles 13, 14, 15 and 16 herein, and in such event, they shall increase the number of men in the gang.

The majority of the Board believes that such an increase should not be left to the sole judgment of the companies or contracting stevedores as it is now.

The companies' nominee refers to the original proposal made by the companies that increases in the number of men should be made on a fixed basis proportionate with increases in the slingloads. He would recommend the Companies' proposal (Exhibit C-1-"D", p. 5).

(5) *Loading:*

Elimination of 5 per cent margin on all clauses.

The same remarks apply here as were made concerning unloading, the union's nominee dissenting.

Concerning other items, the Board's recommendations are as follows:

(6) *Article 22:*

The chairman and the union's nominee will agree to twenty (20) men for a regular gang and will add: "except in the case of bagged cargo when the slingload shall not exceed 1800 lbs", the companies' nominee dissenting.

(7) *Article 23:*

The Board, as a majority, the companies' nominee dissenting, are of the opinion that this Article should be amended in the sense indicated by the union in keeping with the

amendment of Article 17 concerning unloading, and seeing that cancellation of the 5 per cent margin has not been agreed to the slingloads, when trucks and trailers are used only in the shed, should not be increased to 1700.

(8) *Article 23 (a)—Palletizing:*

Note was taken of the union's argument to the effect that the work of piling cargo in the shed for loading on board ship by their members should be work belonging to them exclusively.

As a matter of fact, it is alleged that the piling of goods in the sheds is being done presently by employees, the majority of whom are members of Local 375, but who at times are paid fifty-seven (57¢) cents less per hour than other members when doing this work.

Both the Board's visit to the ships and the sheds and the series of photographs, filed as Exhibits U-18-A to U-18-M inclusive, were enlightening on the subject of palletizing.

The union's submission was to the effect that palletizing was at all times the longshoremen's monopoly in the Port of Vancouver, because of the wording of Schedule "A" of Exhibit U-12 (being the "Agreement, Working Conditions, Wage Schedule and Despatching Regulations between the ILA and the SHIPPING FEDERATION OF BRITISH COLUMBIA (p. 17)"). But the chairman and the companies' nominee are of the opinion that this contention is not supported by the very wording of the said Agreement.

Indeed "Dock Work" (as defined on page 18) does not provide for palletizing by Longshoremen, "except when vessels are loading or unloading".

The majority of the Board do not recommend the union's submission on this question. The union's nominee dissents, stating that, in accordance with established practice in the majority of cases, ILA members piling in sheds should receive the same rates of pay as when working on ships.

And now, the Board intends dealing with the companies' proposals.

### Companies' Proposals

The companies' proposals are contained in Exhibit C-1 "D" in relation to the following articles of the Agreement:

(1) *Articles 2 (j) (k) (l) (m) (n):*

The companies would make these articles subject to the provisions of Article 3 (b), which reads as follows:

That, *subject to Article 2, Sections (k), (l), (m), mails, baggage, express to be handled on Sundays, week days at all times, and holidays*

(except Labour Day) at the prevailing rate of wages, time to count from the time the men are ordered.

As insufficient evidence was adduced on the part of the companies to clarify the import of such an amendment, it was deemed impossible, by the majority of the Board, to make any recommendations in this connection.

The status quo is therefore recommended, the companies' nominee dissenting.

(2) *Article 2 (s):*

The companies' proposal reads as follows:

Not less than six (6) men to be employed for handling lines when docking or shifting ships of over 2500 net tons; not less than four (4) men for ships over 260' in length and up to 2500 net tons, and not less than two (2) men for ships of 260' in length and under.

For undocking not less than four (4) men for ships over 260' in length and not less than two (2) men for ships of 260' in length and under; men to be paid from time ordered out, but not less than two (2) hours at \$ per hour during weekdays at all times and \$ per hour on Sundays and Holidays at all times.

It is felt by the majority of the Board that it would be awkward for longshoremen to be carrying a measuring tape in order to find out a ship's exact length... whereas it is easy to ascertain the tonnage.

This question has already been dealt with in this report at page 10.

(3) *General Working Conditions:*

The companies propose the following amendment:

Article 3. "Any man found smoking in the hold or *"in the shed"*, pilfering, *"drinking intoxicants"*, or under the influence of liquor while at work, shall be discharged at any time.

The Board are unanimous in *feeling* that Article 3, as it reads presently, is too stringent in that it would make it *compulsory* that a man be discharged under any of the circumstances therein mentioned.

The Board would therefore unanimously recommend the amending of the existing article by replacing the word "shall" by the word "may", which leaves an opening for a grievance in case of wrongful dismissal, and, under reserve of this suggestion, would recommend that the companies' suggestion be adopted.

The Article as amended would therefore read:

Article 3. Any man found smoking in the hold or in the shed, pilfering, drinking intoxicants, or under the influence of liquor while at work, may be discharged at any time.

(4) *Unloading of a Ship:*

Articles 14, 15 and 16 in the companies' opinion should be amended by bringing the slingload up to 3,000 lbs in the case of two pieces.

No proof having been made as to the expediency of such a change, the Board do not accept the proposal.

The same remark applies to demands of the companies in respect to Articles 19, 20, 21 (a) and (b) and 22, relating to the loading of ships.

(5) *Articles 17 and 23:*

Articles 17 and 23 should be dealt with according to the recommendation made thereon in respect of the union's proposals.

(6) *Article 18:*

As to Article 18, relating to "timber", the Board are in no position to pass upon such a demand.

The same remark applies to Article 24 concerning "rolls of paper".

(7) *Article 25:*

As to Article 25, it would seem that the so-called "unanimous award", dated June 24th, 1953, of the Committee of Arbitration therein referred to, contained conditions which were quite divergent according to whether the said award is mentioned in Exhibit U-3 or in Exhibit C-1 "G".

Under the circumstances, the Board feels that it is in no position to make a recommendation.

(8) *Article 21 (c)—Palletizing:*

Article 21 (c), which is a new proposal, is not acceptable to the majority of the Board.

*Arbitration Clause:*

The Agreement at present contains an arbitration clause expressed in Section 12.

Pursuant to Section 19 of the Act, the companies made a proposal for a rewording of this clause, and, after studying the same, the Board have come to the conclusion, unanimously, that a combination of the companies' proposals with the clause existing in the expired contract (U-3), with certain additions, should be recommended. The recommendation is therefore as follows:

*Article 12:* Any dispute as to the interpretation, application, administration or alleged violation of the Agreement and of the Working Conditions herein contained, may first be taken up as a grievance by the longshoremen's representative on the wharves with the Companies' Superintendent and/or Contracting Stevedore, but not with the men.

In the event of failure to resolve the matter within a delay of three (3) days after the grievance has been thus taken up, a meeting of

the steamship Committee and of the Union's representatives will immediately be held in an endeavour to have the matter rectified. Failing satisfactory settlement of the grievance within a further delay of eight (8) days, such dispute shall then be referred to a Board of Arbitration composed of three (3) members: one (1) selected by the companies, one (1) by the Local, and a Chairman selected jointly by the other two (2). If the two (2) members appointed by the parties fail or neglect to make a nomination for a third member, who shall be Chairman of the Board, within five (5) days after the selection of the first such member, the Minister of Labour of Canada, upon notification, in writing or otherwise, by either parties, shall forthwith appoint, as Chairman of such Arbitration Board, a person whom he deems fit for such purpose and notify forthwith the parties of the name of the Chairman.

Such Arbitration Board shall sit within eight (8) clear days from the notification of such appointment, and shall make a report of its findings and recommendations to the parties within a further delay of fourteen (14) days, unless an extension has been mutually agreed upon by the parties.

A majority decision of the said Arbitration Board shall be final and binding on both parties.

Provided that the said Board shall not be empowered to make any decision inconsistent with the provisions of this Agreement, nor to alter, modify or amend any part of this Agreement.

Pending the disposal of any grievance following the above procedure, the men shall continue to work without change in the conditions governing the work.

No official of the Companies or of the longshoremen shall have the right to make any changes in the schedule of Working Conditions.

The parties will jointly bear the fees and expenses of the Chairman of the Board of Arbitration and each of these parties will respectively bear the fees and expenses of any arbitrator representing it in any said Board.

## Conclusion

This Board wishes to congratulate the representatives of both parties on the attitude they maintained throughout the sittings as well as on the presentation of their respective arguments.

This Board unanimously endorses the suggestion of the attorneys for both parties that the main question is to try and narrow down the differences which have arisen between the parties.

Differences in working conditions coupled with local idiosyncrasies appear to indicate an intention not to adhere to a strict pattern from Montreal to Halifax inclusively but to establish a fluctuating and adaptable understanding, mindful of such differences, especially on such important questions as working conditions and monetary remuneration.

The recommendations in this Report are not intended to be, and should not be interpreted as precedents applicable to the other four (4) ports.

It is the earnest hope of the members of the Board that this Report may serve its prime purpose, namely, "bringing about a meeting of the minds and a subsequent agreement between the parties in relation to the matters referred to the Board".

The whole respectfully submitted.

Montreal, this 4th day of July, 1961.

(Sgd.) ROGER OUMET,  
*Chairman*

(Sgd.) LOUIS LABERGE,  
*Member*

(Sgd.) ROLAND G. CHAUVIN,  
*Member*

# Report of Board in Dispute between

B.C. Air Lines Limited, Vancouver  
and

Canadian Brotherhood of Railway, Transport and General Workers

The Board met with representatives of the parties at Vancouver on June 29, 1961. Subsequent meetings of the Board were held on June 30, July 5, July 6 and July 10, 1961.

The submission of the Union, supported by a brief, was presented by William Apps and G. J. Russell.

The submission of the Company, supported by a brief, was presented by Gordon L. Best.

During July, the Minister of Labour received the Report of the Board of Conciliation and Investigation established to deal with a dispute between B.C. Air Lines Limited, Vancouver and Canadian Brotherhood of Railway, Transport and General Workers.

The Board was under the chairmanship of Reg Atherton, Vancouver. He was appointed by the Minister in the absence of a joint recommendation from the other two members C. Gordon Ballentine and H. B. Hodgins, both of Vancouver, nominees of the company and union respectively.

The Report is reproduced here.



The Union proposals, five in number, are as follows:

1. (In amendment to Article 1.1 of the present agreement)

The last sentence shall be amended as follows:

It is understood that a Base Manager/Pilot's time will be spent on administration and promotion excepting for emergencies when he will be allowed to act as a pilot but not to accumulate more than 25 hours per month.

2. (In amendment to Article 1.3 of the present agreement)

The first sentence shall be amended as follows:

During the term of this agreement, the Company will deduct an amount equal to the Union membership dues from the wages of each employee.

The last sentence shall be amended as follows:

The Company agrees to put into effect any change in the amount of monthly union dues to be deducted upon receipt of notification in writing from the Union.

3. (In amendment to Article 3.1 of the present agreement)

Article 3.1 shall be amended as follows:

Each employee shall be guaranteed two consecutive days off duty each week. Fifty hours per week shall be recognized as the maximum number of hours of duty per week during the busy season and forty hours per week shall be recognized as the maximum number of hours during the slack season. Flying time shall be held as equal as possible at outside bases. Where it is not possible to provide two days off per week, a maximum of 60 days will be worked and then the accumulated rest days will be granted.

4. (In amendment to Article 4.2 of the present agreement)

The basic rate of pay shall be amended from \$250.00 per month to \$300.00 per month.

5. (In amendment to Article 4.10 of the present agreement)

A new clause shall be added as follows:

Special types of flying such as fire-fighting or any other such assignments considered to be dangerous by flight personnel in comparison to normal routine flight are to be paid double the mileage rate. This will include any flying in fire-fighting or when external equipment is installed.

The Company's representative produced an audited balance sheet as of April 30, 1960, with profit and loss statement for the fiscal year ended on that date and supporting schedules, and unaudited monthly comparative operating statements for the fiscal years ended April 30, 1960, and April 30, 1961. These reflected a fluctuation in the volume of business during each of the years and in monthly profits or losses; indicated a peak business period in the late summer of each year;

and showed an over-all loss for each of the two years. Using these as its basis, the Company pleaded inability to accede to those proposals which would effect an increase in cost to the Company.

In its brief the Company displayed a comparison of wages and benefits paid to its pilots, with those paid to West Coast Air Services, Pacific Western Airlines (Western Division VFR), Ontario Central Airlines, Ontario Forestry Department, Laurentian Air Services, Eastern Provincial, Austin Airways and Wheeler Airways, and stated that "this increase in cost is unwarranted from competitive basic rates of pay, as shown at Exhibit 6, and also because of the Company's financial position."

The Union in its brief stated: "We have been able to obtain rates for only one other airline employing pilots that operate similar equipment to B.C. Airlines and that do so under a similar set of operating conditions. The Saskatchewan Government Airlines employ roughly the same number of pilots as B.C. Airlines and perform a similar service." The Union brief then displayed a table of wages for Saskatchewan Government Airlines and a table showing those for B.C. Airlines. These showed a base pay for Saskatchewan Government Airlines of \$260.00 per month, rising to \$371.00 per month after four years, and for B.C. Airlines a base pay of \$250.00 per month subject to allowance for seniority of \$20.00 per year of service, and other allowances for qualifications and type of craft flown, to a maximum of \$385.00 per month.

Neither the Company nor the Union brief afforded a direct comparison between the additional hourly flying time pay in the case of Saskatchewan and the mileage pay in the case of B.C. Airlines. However, the Board did not consider this lack to be material as only the basic rate is in dispute, apart from the submission of the Union in regard to special types of flying.

The comparative tables furnished by the Company showed the maximum base pay for B.C. Airlines pilots to be in excess of the base pay for the pilots of the two other companies shown as operating in B.C.

In regard to the Union's proposal for a limitation of Base Manager/Pilot's flying time, the Company's representative submitted that the Company must have considerable freedom of action in view of the size and dispersal of its operation and the small units at some of its bases, but indicated willingness to consider compromise.

The present agreement contains a provision for voluntary check-off of union dues. In speaking to the Union's proposal that the agreement be amended to provide for compulsory check-off, the Company's representative indicated the Company's willingness to accede only in the absence of any and all items which would increase the Company's cost of operation.

The Company's representative opposed the request for amendment of the agreement to provide for two consecutive days off duty as being a cost item to the Company, stating that their operation is carried on at eight bases, five of which are one pilot bases. The Union representatives did not agree that this was a significant cost item. The Board was informed that at locations where several pilots are based, most pilots are, and for some time have been enjoying more than the one day off per week provided in the current agreement. This has come about through co-operation between the Pilots and the Base Manager/Pilot in the scheduling of work.

The Union Representatives in their presentation of their proposal for payment of double the normal mileage rate for special types of flying submitted that as such special types of flying are charged at a special rate to the customer, and that such special types of flying are more hazardous than routine flying, the pilots should be paid a portion of the special rate charged.

The Company's representative stated that the Company is now paying 2¢ per mile additional to the rate scheduled in the current agreement for water-bombing flying, and would accede to 2¢ per mile being written into the agreement.

It was brought to the attention of the Board that the Pilots are concerned by the possibility of the Company reducing the current route mileages on which mileage for pay purposes is calculated with a consequent reduction in pilots' earnings. The Company's representative stated that the Company had no intention of altering the mileage schedule during the life of this agreement.

The Board considered the expiry date of the present agreement, August 31, 1960, and the contract period for the new agreement, and heard representations from both parties as to availability of representatives of each for negotiations. It also noted that this operation is subject to significant seasonal fluctuation, with the peak operation being in late summer, and annual vacations being taken in the off season.

The Board recommends as follows:

*Union proposal No. 1: (Limitation of Base Manager/Pilot's flying time.)*

THAT the agreement be amended to provide that a Base Manager/Pilot be permitted to fly no more than 30 revenue flying hours per month except in case of emergency or by agreement with the Union Committee.

*Union proposal No. 2: (Compulsory check-off of union dues.)*

THAT the agreement be amended to provide for compulsory check-off of union dues only.

*Union proposal No. 3: (Two consecutive days off duty per week.)*

THAT this request be not granted, but that the present practice of scheduling by co-operation between the Pilots and the Base Manager/Pilot, so as to effect two consecutive days off duty where possible, be continued as an alternative to a guarantee of two days off duty per week.

*Union proposal No. 4: (Basic pay increase.)*

THAT this request be not granted.

*Union proposal No. 5: (Double the normal mileage rate for special types of flying.)*

THAT the agreement be amended to provide that an additional 2¢ per mile above the schedule included in the present agreement be paid for water-bombing flying time.

*Calculation of route mileages for pay purposes:*

THAT the Company give assurance to the Union by way of a new clause in the agreement or by letter of understanding that there will be no reduction in current route mileages for pay purposes during the life of the agreement.

While the term of the proposed new agreement was not referred to the Board as a matter in dispute, the Board is of the opinion that it should be extended beyond August 31, 1961 for the following reasons: (1) The Board is not recommending any change in pay rates at this time. (2) It seems unlikely that the position of the Company will have improved sufficiently by that date to change the Company's attitude or arguments in any degree, and therefore the most likely result would be that the two parties would open negotiations again with no more possibility of agreement than now exists. However, the Board feels also that extension of the contract for a full year from either this

date or from September 1, 1961, with some of the Union's demands unsatisfied, might be considered as unfair to that party, particularly if substantial improvement in the Company's financial position were to develop in the period. The Board accordingly recommends:

THAT the termination date of the agreement be May 31, 1962.

Mr. H. B. Hodgins, the nominee of the Union, dissents in part and has informed the Board that he will file a minority report.

Dated this 11th day of July, 1961.

(Sgd.) REG. ATHERTON,  
*Chairman.*

(Sgd.) C. G. BALLENTINE,  
*Member.*

## MINORITY REPORT

The Board heard submissions by the two parties on June 29, 1961 and subsequent meetings of the Board Members only were held on June 30, July 5, July 6 and July 10, July 11, 1961.

In the initial meeting wherein the Board heard representation from the two parties it was agreed by the parties that only the following points submitted by the Union were in dispute.

### *Points in Dispute are Union's Requests*

*Article 1.1*—The last sentence shall be amended as follows: "It is understood that a Base Manager Pilot's time will be spent on administration and promotion excepting for emergencies when he will be allowed to act as a Pilot but not to accumulate more than 25 hours per month."

*Article 1.3*—The first sentence shall be amended as follows: "During the term of this agreement, the Company will deduct an amount equal to the union membership dues from the wages of each employee." The last sentence shall be amended as follows: "The Company agrees to put into effect any change in the amount of monthly union dues to be deducted upon receipt of notification in writing from the Union."

*Article 3.1*—Shall be amended as follows: "Each employee will be guaranteed two consecutive days off duty each week. Fifty hours per week shall be recognized as the maximum number of hours of duty per week during the busy season and forty hours per week shall be recognized as the maximum number of hours in the slack season. Flying time shall be held as equal as possible at outside bases. Where it is not possible to provide two days off per week, a maximum of 60 days will be worked and then the accumulated rest days will be granted."

*Article 4.2*—The basic rate of pay per month shall be amended from \$250.00 per month to \$300.00 per month.

*Article 4.10*—A new clause shall be added as follows: "Special types of flying such as fire fighting or any other such assignments considered to be dangerous by flight

personnel in comparison to normal routine flight are to be paid double the mileage rate. This will include any flying in fire fighting or when external equipment is installed."

The following therefore is my minority report in respect to the above matters.

*Article 1.1*—I concur with my fellow Board Members in their recommendations and therefore recommend the following:

That the Agreement be amended to provide that a Base Manager Pilot be permitted to fly no more than 30 revenue flying hours per month except in the case of emergency or by agreement with the Union Committee.

*Article 1.3*—Here again, I concur with my fellow Board Members and recommend the following:

That the Agreement be amended to provide for compulsory checkoff of union dues only.

*Article 3.1*—I disagree with the recommendations contained in the majority report and recommend that Article 3.1 of the present agreement be amended to provide for the following:

Each employee will be granted two consecutive days off each week. Where it is not possible to provide two days off per week a maximum of sixty days will be worked and then the accumulated rest days will be guaranteed. The maximum period of sixty days worked may be extended by agreement between the Company and the Union Committee as established in Article 13.1.

My reasons for recommending the above are as follows: Evidence submitted to the Board indicated that all other employees of the Company except pilots presently and have enjoyed for some period of time the five day, forty hour work week. It was also pointed out that the majority of pilots have enjoyed two days' off per week by scheduling their days off through their Base Manager and in so doing have not disrupted the efficiency of the Company's operations. It is generally known that some



of the other V.F.R. pilots employed by other firms also enjoy two consecutive days off at this time by a similar arrangement with their respective Companies.

In support of my recommendation I would also like to draw to the attention of the pilots concerned that the eight hour day, forty hour week and five day work week is a common and almost universal condition throughout all industry in the Province of British Columbia and certainly exists on a similar basis as requested by the Union in other fields of transportation such as railways, truck and water transportation systems. Although the two consecutive days off is not stipulated in most of the other air transportation collective agreements it nevertheless is practiced and in effect in some of the I.F.R. operations. Maximum flying time of eighty-five (85) hours is normally reached within the first three weeks of the month and in these cases pilots working for I.F.R. firms actually enjoy more time off than the two days requested herein by the Union.

It is my firm conviction that if B. C. Airlines implemented this condition for their pilots the remaining firms in British Columbia operating in the V.F.R. field will immediately grant the same concession to their pilots where it is not now in effect. As B.C. Airlines is one of the major firms in this field, it is normal to expect the larger firms to provide these conditions and set a precedent in the industry for smaller competitive firms to follow. The Union's request for two days off per week is a fair and equitable request when one considers the fact that because of the nature of the industry the pilots employed by the Company do not enjoy such common working conditions as paid statutory holidays at the time they occur; vacations with their families during the summer period; no overtime pay for hours worked beyond eight hours per day and forty-four hours per week as is normally required by law for other British Columbia industries.

It must also be considered that with the improvement now being made in the air transportation field such as faster flying aircraft and better operational equipment that improves the efficiency of the Company's operations that a portion of the value of this improvement factor should go toward the employees who work in the industry in the way of better working conditions and wages.

I am in complete agreement with the Union's submission that adequate rest and relaxation for pilots away from the job

is necessary to provide the safety measures required in this particular type of flying.

It appears that the skill, ability and awareness of I.F.R. pilots and the conditions of the aircraft are the two major safety factors involved to insure against serious accidents that in most instances would involve the loss of life.

I felt it is the responsibility of the Company to do everything practical and possible to eliminate any and all unsafe working conditions, and in this particular instance the required two days' off per week is a reasonable necessary safety requirement that can easily be implemented by the Company at a reasonable cost.

*Article 4.2*—In respect to the Union's request that the present base rate of \$250.00 per month be increased to \$300.00 per month, I make the following recommendations:

1. The present base rate of \$250.00 per month be increased by five (5) percent effective January 1, 1961.

2. That effective December 1, 1961, the base rate be increased by an additional five (5) percent non-pyramiding.

The above wage increase recommendations are based primarily on the following reasons:

During the Board's proceedings the Union contended that the wages presently being paid were less than the wages paid pilots performing the same work during a two year period between 1954-1955. Remuneration during this period was paid to the pilots on a guaranteed monthly salary basis and was in excess of the top average earnings of the pilots during the past year. This virtually means that the take home pay of the pilots is now considerably less than their former earnings even though the cost of living over the past five years has increased considerably and that the productivity of the pilot also increased during this period.

In recommending a wage increase I have also considered the fact that the last collective agreement between the Company and the Union did not provide an across the board wage increase to the employees involved and that the Company should recognize and consider that the lack of wage increases in the last agreement was an indirect subsidy by the employees to the Company's benefit and that the Company has had sufficient time and opportunity to re-organize its operational cost to provide a wage increase this year.

Companies who normally find themselves in a position of not enjoying a healthy profit position must realize that the argument of inability does not solve

the employees' problems of having to support families in a reasonable manner with the cost of living increasing.

Hereto it can be argued and properly so that wages are as much and as necessary an operating cost as equipment. During the Company's submission, the Company Representative pointed out that the outlook for the Company was one of improvement and it was generally accepted that the general growth in air transportation would undoubtedly improve the position of this Company in the not too distant future.

*Article 4.10*—I concur in the Union's request that dangerous flying such as fire fighting be paid for at double the mileage rate. Evidence was introduced to the Board that the Company recognizes that special types of flying such as fire fighting is abnormal and contains a considerable degree of risk to their equipment and to pilot personnel involved. It is the present practice of the Company to charge an additional charter cost of \$10.00 per hour for their equipment used during special types of flying.

Evidence was submitted to the Board that the speed of the aircraft used by this Company would average 100 miles per hour and that the Company by charging \$10.00 per hour extra charter fee are actually receiving an additional ten cents per mile for the use of their equipment.

At the present time the Company provides pilots assigned to dangerous flying an additional two cents per mile, this would indicate that the pilots presently receive one-fifth (1/5) of the premium charged by the Company which I feel is not adequate compensation to the men who must take considerable risk in performing these services for the Company.

I therefore feel that the danger premium should be increased to at least fifty (50) percent which would amount to eight (8) cents per mile and if the Company's charter costs increased for such types of flying then the men who work under these dangerous conditions should also enjoy a respective portion of the premium charged by the Company.

#### *Calculation and Route Mileage for Pay Purposes*

I concur with the recommendation of my fellow members on the Board that the present established methods of calculating mileage for pay purposes should not be changed for the duration of the life of this agreement.

#### *Termination Date*

I recommend that the termination date of the Agreement by May 31, 1962.

Dated this 24th day of July 1961.

(Sgd.) H. B. HODGINS,  
Member

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## Canadian Railway Board of Adjustment No. 1 Releases Decisions in Six Recent Cases

The Canadian Railway Board of Adjustment No. 1 has released its decisions in five cases heard on June 13 and in one case heard on June 28.

The latter was heard in the presence of a referee, Prof. Bora Laskin, Q.C., and concerned a dispute over the payment of transfer fees and commissions for handling of express business, covered by a contract between a union and a company using the employees of another company for this operation. This case involved legal interpretation of the governing labour agreement and was the first instance in which the Board requested the Department of Labour to appoint a referee when it was unable to reach a majority decision.

Other cases concerned claims of a conductor and crew for excess time when tied up; claims of three crews for a day's pay in addition to mileage earned; a claim

of a conductor and crew for work in an industrial yard at yard rates, in addition to their turnaround service payments; and a fireman's claim for an additional 200 miles at yard rates for service affected by a changed schedule.

Another case dealt with a conductor assessed demerit marks for insubordination.

The Board sustained the employees' contention in two cases but did not sustain it in three cases. In one case the Board reduced the demerit marks assessed.

Summaries of the six cases, Nos. 760 to 765, are published below.

**Case No. 760**—*Dispute between Algoma Central and Hudson Bay Railway Company and Brotherhood of Railroad Trainmen over a claim by a conductor and crew for time in excess of eight hours when tied up.*

A conductor and crew were ordered for snow train service, to plow and spread

main track, sidings, and yard on the Soo Subdivision between Steelton and Frater. The distance between the two points is about 100 miles.

The work started at 6:00 a.m. on the day when ordered, and continued until 5:30 p.m., when the crew completed the clearing of sidings and yard tracks to Batchewana, on about 80 miles of the tracks. At that time, work was suspended for the day and the crew was run to Frater, plowing the main track only, where it tied up for the night at 7:00 p.m.

The following day, the crew was ordered to resume plowing and spreading where it left off the previous day, and to continue from Frater to Hawk Junction. The work was completed at 6:50 p.m., when the crew tied up.

Time on duty, including preparatory and tie-up time, was 13 hours and 30 minutes the first day, 12 hours and 50 minutes the second day. The total time for which the crew was tied up at Frater was 11 hours.

The crew claimed pay for the three hours in excess of eight hours when tied up, but their claim was denied by the company.

The employees' contention was based on an article of the current agreement providing an hour-for-hour payment to crewmen who tie up for more than eight hours at a point between the initial terminal and the point for which called. The article specifies that, when a crew is ordered for a turnaround trip, the turning point or any intermediate point will be considered as being between terminal points.

In this case, the crew claimed, Frater is not a terminal in the Soo Subdivision, and since the crew was used to plow the entire subdivision, it was not in turnaround service and was entitled to payment after being held eight hours.

The company contended that this crew was ordered to Frater the first day and, since they were run into Frater from Batchewana to tie up, they cannot claim being tied up between the initial terminal and the point for which called. Text of the original order was supplied by the company as evidence.

The Board did not sustain the contention of the employees.

**Case No. 761** *Dispute between Algoma Central and Hudson Bay Railway Company and Brotherhood of Railroad Trainmen over claims of three crews for minimum day's pay in addition to mileage earned, when schedule was changed without rebuletin for the assignment.*

Freight service assignments in the Northern Subdivision were advertised by two separate bulletins: one for three conductors and six brakemen to handle trains Nos. 5 and 6 between Hawk Junction and Oba, home terminal Hawk Junction; and the other for one conductor and two brakemen to handle daily trains between Hearst and Oba, home terminal Hearst.

Later, the company cancelled the second bulletin and the crews assigned to the positions advertised in the first bulletin were used to fill the cancelled bulletin's requirements in addition to their own.

The employees protested that, according to an article of the current agreement, the runs should have been rebuletined, but the company declined to re-advertise and to pay the crew's claim for a minimum day's pay in addition to mileage earned handling trains to which they had been assigned in accordance with the first bulletin. The crews were compensated as in continuous service.

The employees contended that these jobs were changed, after the bulletins were closed, from a run of 80 miles each way to a run of 131 miles each way, and therefore should have been rebuletined.

The company's contention was that the article of the agreement cited by the employees does not apply to crews in pool freight or unassigned service, but only to crews on regular runs. The first bulletin concerned pool freight service, and the company believed it had the right to operate the crews in continuous service over the entire subdivision.

The Board pointed out that, after the second bulletin was withdrawn, rebuletin was neither required nor forbidden by the article cited, as it did not apply to pool freight service. Nevertheless, the employees' request for rebuletin was reasonable.

The contention of the employees for payment of a minimum day instead of continuous service was sustained.

**Case No. 762**—*Dispute between Algoma Central and Hudson Bay Railway Company and Brotherhood of Railroad Trainmen over demerit marks assessed a conductor for insubordination.*

A conductor who had 48 cars of sintered ore sitting on the main line was instructed to give 20 cars to another conductor who had his van on the east end of the main line at the same time. Ten minutes after he received these instructions, the other conductor left with only the van.

The employees contended that the conductor did not refuse to follow instructions



and that, if the other conductor was willing to take 20 cars of ore with him, all the yardmaster had to do was to tell him to take the first 20 cars off the main line.

The company stated that the conductor's failure to follow the yardmaster's instructions about switching movement resulted in unwarranted delay of his own train and, in consequence, involved the company in loss of tonnage to be handled by a second crew.

The company contended that no employee has a right to act otherwise than according to proper instructions by his supervisors, with the quickest possible despatch and subject to no arbitrary argument.

Upon receiving additional written and oral evidence, the Board decided that, under the circumstances, the assessed discipline of 30 demerit marks was too severe and should be reduced to 20 demerit marks.

**Case No. 763—***Dispute between Canadian National Railways (St. Lawrence Region) and Brotherhood of Railroad Trainmen over a claim by a conductor and crew for eight hours at yard rates for placing cars from their train on an industrial siding while in turnaround service.*

A conductor and crew in turnaround service, were ordered to handle an extra train consisting of 26 cars, 15 of which were destined for an industrial siding at the turnaround point. On arrival, the crew was required to switch out these 15 cars, run with them approximately two miles, remove empty cars from the unloading track at the plant and place them on another track, and then spot the loads for unloading. The crew claimed payment of eight hours at yard rates for work at the siding, but their claim was not approved by the company.

The employees cited articles in the current agreement that provided that yardmen were entitled to all switching, transfer and industrial work within recognized switching limits, and that trainmen performing yardmen's work, at points where yardmen are employed, will be paid yardmen's rates.

The company emphasized the following clause in one of the articles cited by the employees: "but this is not intended to prevent trainmen from performing switching incidental to their own train or assignment."

The company contended that, as the work was done on a Saturday, when yardmen are not employed, and therefore cannot be considered work to which yardmen are entitled, and as it was a part of turnaround

service to accommodate a client's urgent request, the rule cited by the employees did not apply.

Including the switching work, they spent only 4 hours and forty-five minutes on duty, the company pointed out. They were paid 105 miles at freight rates for 46 miles actually run. Furthermore, the switching was incidental to their own train and essential to performance of the service.

The contention of the employees was not sustained.

**Case No. 764—***Dispute between Canadian Pacific Railway Company (Atlantic Region) and Brotherhood of Locomotive Firemen and Enginemen over a fireman's claim for an additional 200 miles at yard rates when held back from his regular assignment.*

A fireman worked his regular 8.00 a.m. assignment until notified by telephone that he was being held back to man another assignment at 1.30 p.m. each day, made necessary when steam power had to be used because diesel power was not available.

The first two days after he received his new assignment, the fireman worked on his regular assignment from 8.00 a.m. until about 2.00 p.m., when he was ordered to cover the assignment on the steam engine.

On both dates, the fireman submitted claims for 100 miles yard service from 8.00 a.m. until 2.00 p.m. and an additional 100 miles for service on the new assignment. The company paid his claims for the new assignment only.

The employees pointed to an article of the current agreement stating that eight hours or less shall constitute a day's work, and contended that the fireman was entitled to both claims because he was required, after being on duty for six hours, to fire a steam engine on the transfer assignment for eight additional hours.

The company contended that the fireman persisted on covering his regular assignment both days despite the instructions from the calling bureau that he was being held to protect the steam locomotive at 1.30 p.m. each day.

The company cited a memorandum of agreement with the Firemen that applies when a fireman (helper) in spare, pool, yard, transfer, or other assigned service is withheld to protect a locomotive in passenger service or a steam locomotive. In this case, holding the fireman back to protect the steam transfer assignment was justified by the circumstances, and the fireman was fully aware of the reasons why he was being held back from his own regular yard assignment. If he still insisted, on his own

volition, to cover his regular assignment when he was not required to do so, he was entitled only to payment of the time in excess of the four hours under this "hold back" agreement, that is, from 12 noon up until he took over the transfer assignment at 1.30 p.m., and from then on, payment for the full time on this assignment.

When additional evidence was presented by both parties before the Board, it was found that the employees were unable to obtain the company's assurance that the "hold-back" agreement was being implemented at that time. Although the Board considered unfortunate the company's failure to give such assurance, the correctness of applying this agreement in this case was upheld by the Board and the contention of the employees was not sustained.

**Case No. 765—Dispute between Canadian Pacific Express Company and The Order of Railroad Telegraphers over the payment of express commissions and transfer fees to CPR station agents handling express business.**

The Order of Railroad Telegraphers, representing CPR station agents, in 1947 signed an agreement with the Canadian Pacific Express Company, concerning commission payments and transfer fees for handling express traffic.

The agreement provided for remuneration to CPR station agents for such service in the form of commissions and transfer fees. Canadian Pacific Railway Company station agents were designed in this context as Joint CPR and Express Agents.

The agreement was to remain in force subject to 30 days notice in writing from either party of its desire to revise, modify or terminate it. Without serving notice, in 1959 the Express Company discontinued the payment of these fees to certain station agents on Vancouver Island. The next year it discontinued them to agents elsewhere in British Columbia. Since then, however, the handling of traffic previously classified as "express" remained among the duties of station agents.

The ORT protested to the Express Company on behalf of the agents that this practice was a violation of the terms of the 1947 agreement, which, because the Company did not serve notice on the ORT about its intention to modify it, remained valid and binding.

When the dispute was placed before the Board, the employees contended that, as long as the Express Company continues to operate as a common carrier with its own corporate entity in the province, it

must continue to respect the terms of the 1947 agreement and to pay all commissions and transfer fees to CPR employees entitled to them in compensation for handling the express business. As evidence of the continuation of the Express Company's entity, the ORT cited the continuous use of C.P. Express stationery and forms in transacting the express business.

The company's contention stressed the following points:

—The repudiation of the express commission payments and transfer fees was brought about only in stations included in the Canadian Pacific Railway integrated territory, where all the traffic that would be handled elsewhere by the Express Company was taken over by the CPR Merchandise Services Department.

—The 1947 agreement covers services rendered to the Express Company by CPR station agents, but because the Express Company does not operate in the integrated territory, there are no Joint CPR and Express Agents within this area. CPR station agents in the integrated territory do not therefore render their services to the Express Company, but to the Merchandise Services Department of their employer, the CPR, as part of their regular duties.

—The name of the Express Company continues to be used on documents relating to this traffic because of transitional accounting problems involving traffic moving between the two territories and because of the necessity to preserve the corporate name.

The Express Company further contended that an article of the current agreement between the CPR and the ORT provides for adjustment of rates paid to the CPR employees when they handle Express Company's business. These rates were discussed by meetings and correspondence between the CPR and the ORT from July 1959 until March 1961, when the dispute between the Express Company and the union was placed before the Board.

The Express Company denied any violation of the 1947 agreement as the payments to Joint CPR and Express Agents have not been discontinued outside the integrated area, as no Joint Agents exist in the integrated area, and as the Express Company is not the handler of express traffic in the territories served by the CPR Merchandise Services Department.

The Board, unable to reach a majority decision at the first hearing in April, asked the Minister of Labour to appoint a referee.

This was the first case in which the Board found this step necessary since its establishment in 1918.

The referee, Prof. Bora Laskin, Q.C., heard additional evidence by both parties at the second meeting of the Board and noted that there was no material difference between the contestants as to the relevant facts, the issue being rather a question of legal interpretation of the governing collective agreement.

In his award, Prof. Laskin discussed the question of "job ownership" as related to the employer's status and identity; the nature of a collective agreement as a contract between an employer and a trade union, not an individual worker; and the relationship of employees to two employers under different collective agreements and covering different operations at the same time.

He noted that, as long as an employer continues to conduct business of the same nature and as long as that work continues to be performed by the same employees, even if he has withdrawn from conducting it as a primary employer and has contracted some other entity to act on his behalf, the business still belongs to the original employer and not to the agency. Whether the former's stationery is used or not is beside the point.

An employer who enters into a collective agreement with a trade union cannot subvert that collective agreement by purporting to hire employees to do that work outside the terms of the collective agreement; neither can he subvert it by interposing a third party as operator of the business while he remains the principal on whose behalf the business is being conducted. However, the employer is not obliged to stay in business for the convenience of employees or trade

union, and if he retires or sells his business, he cannot then be held in breach of a collective agreement on that account.

A collective agreement is not a contract of employment of individual workers. They may be entitled to the work available, but they will not be guaranteed work for any prescribed period. However, where an employer has a business in respect of which he has a collective agreement with an employees' organization, he cannot escape his obligations by contracting an agent to operate the business on his behalf. The business remains the employer's and the obligations of the collective agreement remain his as well.

No members of the ORT are employed exclusively by the Express Company. A person employed by the CPR Company as a station agent becomes a Joint CPR and Express Agent for the purpose of the 1947 agreement by being assigned and accepting duties in connection with the express business of the Express Company.

While the CPR acts as the agent of the Express Company in carrying on express business in the CPR integrated territory, on behalf of, and at rates set by the Express Company, the express business still belongs to the Express Company because in none save in an operating sense is the business in the hands of the CPR.

The referee's view, therefore, was that the Express Company cannot escape the obligations of its 1947 agreement with the ORT, is bound by it even in the CPR integrated territory, and must continue to pay the commission and transfer fees to Joint Agents for handling of express business in British Columbia.

The referee's award constitutes the decision of the Board.

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Technological adjustment pay (TAP) for workers displaced by technological change is provided for in a new three-year contract signed by Armour & Company and two unions in the United States representing a total of 15,000 workers. The contract is the outcome of ideas developed by the Armour Automation Committee, which was established two years ago by the Company and the two unions concerned—the United Packinghouse Workers and the Amalgamated Meat Cutters and Butcher Workmen.

The contract calls for a graduated scale of 26 to 39 weeks pay at \$65 per week, including unemployment compensation and wages received on other jobs, for workers laid off through the closing of plants or departments. Employees with five years' service are eligible for the payments for 26 weeks; those with 25 years or more seniority, for the maximum of 39 weeks pay.

The company agrees to give three months notice before closing down any operations, and during that time employees may apply for transfer to other jobs. If a transfer cannot be arranged, TAP comes into effect. Workers eligible for pension or severance pay have the alternative of taking TAP instead.



# LABOUR LAW

## Legal Decision Affecting Labour

The Supreme Court of Canada rules that peaceful picketing directed at causing a strike in violation of the Labour Relations Act is an actionable conspiracy

On April 25, 1961, the Supreme Court of Canada affirmed a judgment of the New Brunswick Supreme Court, Appeal Division (L.G. June, 1960, p. 605) affirming with a variation the judgment of a trial judge granting damages and an injunction restraining peaceful picketing. The Supreme Court held that where union organizers, with some other union members, combine to obtain union recognition from an employer by resorting to peaceful picketing and strike without prior compliance with the provisions of the Act respecting certification, they pursue a lawful object by concerted use of unlawful means and are liable at common law in damages for a tortious conspiracy.

In July 1958, Foundation Maritime Limited, under contract with the Department of Public Works of Canada, was engaged in the construction of a wharf at Saint John, New Brunswick. Although their unions were not certified as bargaining agents, the representatives of the International Brotherhood of Teamsters; the International Hod Carriers', Building and Common Labourers' Union of America; and the International Union of Operating Engineers requested the company to recognize them as representing the units of the company's employees and to bargain collectively with a view to entering into collective agreements. The unions asked for recognition, claiming more than 50 per cent of the workers as their members. The company refused to recognize the unions until they had obtained certification under the Labour Relations Act.

As a result, pickets were placed on the sites where the construction was in progress and the placards which the workmen were carrying read: "Engineers, Teamsters and Labourers on strike against Foundation Maritime Limited". The work stoppage that followed lasted 5 days until an injunction

against picketing was issued and the work was resumed.

The trial judge was of the opinion that the cessation of work was a strike which was unlawful as being contrary to the provisions of S. 22(1) of the Act; that to induce and persuade the employees not to report for work was a tortious interference with the contractual relations existing between the company and its employees; that there was evidence of intimidation by the picket line and the picketing itself in support of an illegal strike was unlawful. He awarded damages in the sum of \$22,712.39 (L.G. June, 1959, p. 616).

On appeal, the court agreed that there was a strike within the meaning of the Act. However, the evidence did not support the charge of intimidation, but there was evidence that Gagnon and other defendants had conspired together to injure the company in its trade or business. Also, the Court held that, as the strike itself was unlawful, the picketing was unlawful. But the damages awarded were considered to be excessive and were reduced to \$12,500 (L.G. June, 1960, p. 605).

Mr. Justice Locke of the Supreme Court of Canada, rendering his judgment, noted that the New Brunswick Labour Relations Act provides the means whereby a trade union may be certified as a bargaining agent on behalf of employees, negotiate with the employer and enter into a collective agreement. It was shown that none of the unions claimed to be represented by the defendants had been certified as bargaining agents for any of the employees concerned. He noted that the word "strike" is defined in the Act to include "a cessation of work or refusal to work or to continue to work by employees in combination or in concert or in accordance with a common understanding". And the expression "to strike" is defined to include "to cease work, or to

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This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

refuse to work or to continue to work, in combination or in concert or in accordance with a common understanding". Section 2(3) of the Act reads in part: "For the purposes of this Act, a "unit" means a group of employees."

Section 22(1) reads:

No employee in a unit shall strike until a bargaining agent has become entitled on behalf of the unit of employees to require their employer by notice under this Act to commence collective bargaining with a view to the conclusion or renewal or revision of a collective agreement and the provisions of Section 20 (which provides for the appointment of a conciliation board), or as the case may be, have been complied with.

Section 23 reads:

A trade union that is not entitled to bargain collectively under this Act on behalf of a unit of employees shall not declare or authorize a strike of employees in that unit.

Section 39 provides, *inter alia*, that every trade union that declares or authorizes a strike contrary to the Act is guilty of an offence and liable to a penalty, and Section 40 provides, *inter alia*, that every person who does anything prohibited by the Act is liable to a fine.

In Mr. Justice Locke's opinion, Gagnon and others, the defendants in the case under review, decided to ignore the provisions of the Act and to endeavour to compel the company to negotiate with their unions by bringing about a stoppage of work. The statement exhibited in the placards while the picketing was in progress that there was a strike was untrue, to the knowledge of all of the defendants who took part in the picketing. Also, there was no dispute between the company and any of its employees of the kind commonly known as a trade dispute. Mr. Justice Locke agreed with the trial judge and with Mr. Justice Bridges of the Appeal Court that the action of the defendants in causing or inducing the employees to cease work was a tortious act for which they were liable in damages. The purpose of setting up the picket line was to inflict injury upon the company by halting the work for the purpose of compelling it to contract with the unions which, as far as the evidence goes, represented no one.

The company claimed that Gagnon and others wrongfully and maliciously conspired and combined amongst themselves to procure and induce the company's employees to abstain from continuing in its employment. In Mr. Justice Locke's opinion, the evidence showed that the actions of the defendants, while not malicious, nevertheless were carried on in combination for

the purpose of causing injury to the company by unlawful means. The company, by virtue of its contract, was entitled and was required to enter upon the premises of the Crown for the purpose of carrying on the work of construction and to do so without interference by the defendants or anyone else with the entry of its employees upon the premises. The conduct of the defendants in this respect, according to Mr. Justice Locke, was a private nuisance and, as damage resulted, actionable.

In *Clerk & Lindsell on Torts*, 11th ed., p. 560, "nuisance" is defined as:

An Act or omission which is an interference with, disturbance of or annoyance to a person in the exercise of enjoyment of (a) a right belonging to him as a member of the public, when it is a public nuisance, or (b) his ownership or occupation of land or of some easement, quasi-easement, or other right used or enjoyed in connection with land, when it is a private nuisance.

The company, by virtue of its contractual relationship with the Crown, had an easement in the nature of a right-of-way across the property of the Crown in order to carry on its work, and that right was interfered with.

Further, Mr. Justice Locke referred to *J. Lyons and Sons v. Wilkins* (1899), 1 Ch. 255, where the headnote reads:

Per Lindley M. R. and Chitty L. J.: To watch or beset a man's house, with the view to compel him to do or not to do that which it is lawful for him not to do or to do, is, unless some reasonable justification for it is consistent with the evidence, a wrongful act: (1) because it is an offence within S. 7 of the Conspiracy and Protection of Property Act, 1875; and (2) because it is a nuisance at common law for which an action on the case would be; for such conduct seriously interferes with the ordinary comfort of human existence and the ordinary enjoyment of the house beset.

Section 7 of the Act referred to is to the same effect as Section 366 of the Criminal Code, 1953-54 (Can.), c. 51. There was in Section 7, an exception from the penal provisions dealing with watching or besetting, which read:

Attending at or near the house or place where a person resides, or works, or carries on business, or happens to be, or the approach to such house or place, in order merely to obtain or communicate information, shall not be deemed watching or besetting within the meaning of this section.

To the same effect is the exception in Section 366 of the Criminal Code. In the *Lyons* case, it was held upon the facts that the conduct of the defendants did not fall within the exception.

In the *Quinn v. Leatham*, (1901) A.C. 495 at p. 541, Lord Lindley said that "there are many ways short of violence, or the threat of it, of compelling persons to act in a way which they do not like. There are annoyances of all sorts and degrees: picketing is a distinct annoyance, and if damage results in an actionable nuisance at common law, but if confined merely to obtaining or communicating information it is rendered lawful by the Act (S. 7)".

Referring to the *Aristocratic Restaurant* case (L.G. 1951, p. 1553), Mr. Justice Locke noted that the claim that the conduct above mentioned was a private nuisance was rejected by the majority of the court by reason of the provisions of Section 3 of the Trade-unions Act, which provided, *inter alia*, that no officer, agent or servant of a trade union or any other person should be liable in damages for persuading or endeavouring to persuade by fair or reasonable argument, without unlawful threats, intimidation or other unlawful acts, any person to refuse or become the employee or customer of any employer. As there is no such statutory provision in New Brunswick, Mr. Justice Locke concluded, the *Aristocratic Restaurant* case does not affect the matter under consideration.

Mr. Justice Ritchie, in his reasons for judgment, noted that although the picketing itself was peaceful, it would be totally unrealistic to regard it as an exercise of any right of employees to peacefully inform other persons that they were on strike. There was no evidence that there was anything in the nature of a strike in progress before the placards were paraded and the picket line established. In his opinion, the purpose of the picketing and parading of placards was not to inform other people that a strike existed, but rather to create a situation which would result in a cessation of work, constituting a strike within the meaning of the Labour Relations Act, Section 1(p), and thus to achieve recognition for unions which were not prepared to comply with the provisions of the statute regarding certification.

Further, Mr. Justice Ritchie noted that the judgment of the trial judge which declared the strike and picketing to have been unlawful, awarded damages in the sum of \$22,712.39 and granted an injunction against picketing, was based on the grounds that the employees had been intimidated by the pickets, that there had been a tortious interference with the company's contractual relations with its employees and

with the Department of Public Works, and that any picketing in furtherance of an illegal strike should be restrained.

The Appeal Division of the Supreme Court of New Brunswick, in affirming the decision of the trial judge, subject to a reduction of the damages to the amount of \$12,500, based its decision on the ground that Gagnon and others had brought about a strike in contravention of the Labour Relations Act and had thus employed unlawful means to achieve their object so as to make them parties to an actionable conspiracy and liable for the damages and subject to restraint by injunction from repetition of any acts in furtherance of such unlawful means.

In Mr. Justice Ritchie's opinion, a conspiracy consists not merely in the intention of two or more but in the agreement of two or more to do an unlawful act or to do a lawful act by unlawful means. The essence of the crime of conspiracy lies in the agreement itself, which may be punishable, although no action has been taken in this respect, but the tort of conspiracy sounds in damages and is concerned only with the effect upon others of steps taken to carry out such an agreement. Gagnon and others had formed a common design to obtain recognition for the uncertified unions, which would not in itself have been unlawful, but they had agreed to achieve this end by organizing and creating a stoppage of work at the company's premises. In carrying out this design, they enlisted the aid of others who thus became parties to the agreement. In Mr. Justice Ritchie's opinion, there could be no doubt that the means employed by them resulted in damages to the company, but the question is whether or not these means were unlawful in such manner as to taint the whole agreement with the tortious quality necessary to give rise to liability.

Both the trial judge and the Appeal Division were satisfied that the stoppage of work constituted a strike which was in contravention of Section 22(1) of the Labour Relations Act and therefore unlawful, but there was a wide difference between the parties as to the true meaning to be attached to this subsection. The company contended that the purpose and effect of Section 22 (1) is to prohibit all employees from striking unless and until a bargaining agent has been certified to act on their behalf and until the collective bargaining and conciliation procedures established by the Act. failed.



On the other hand, Counsel for Gagnon and other defendants argued that the prohibition was only directed against employees who were members of a group on behalf of which application for certification had been made to the Board, and that it was only effective during the time those employees were waiting for the Board's decision. In support of the latter contention, it was argued that the words "no employee in a unit shall strike. . ." as used in Section 22(1) should be construed as meaning "no employee in a unit appropriate for collective bargaining shall strike", and that a unit on whose behalf an application for certification had been made was to be regarded as a "unit appropriate for collective bargaining". On this basis, it was further argued that the prohibition did not extend to the strike organized by the defendants because, at the time of the strike, no application for certification had been made on behalf of the employees concerned.

In Mr. Justice Ritchie's opinion, when the Act is read as a whole, its language gives no support to the contention that the Legislature intended the word "unit", as first used in Section 22(1), to have the limited meaning of "a unit appropriate for collective bargaining", nor, in his opinion, does "a group of employees" become "a unit appropriate for collective bargaining" simply because a trade union claims that it has that character when making application for certification under Section 6. A "unit" cannot have the status of one which is "appropriate for collective bargaining" until the Board has decided the question. Consequently, Mr. Justice Ritchie rejected the submission that the prohibition contained in Section 22(1) only applies to employees on whose behalf an application for certification is pending before the Board. Further, he added that the Labour Relations Act is designed to secure a greater measure of industrial peace by encouraging collective bargaining and conciliation procedures rather than strikes as a method of resolving industrial disputes. This aim, in his opinion, would be gravely hampered if the effect of the language used in Section 22(1) was that the employees who ignored the Act could strike without offending its provisions. It was Mr. Justice Ritchie's view that the regulation of a system whereby collective bargaining and conciliation procedures were to be exhausted before resorting to strikes was one of the chief functions which the Labour Relations Act intends to accomplish and, therefore, he could not agree that by using the phrase "No employee in a unit shall strike. . ." instead of "No employee shall strike. . ."

the Legislature intended Section 22(1) to have the effect of relieving employees who disregard the Act from any obligation to make use of those procedures for which such elaborate provision was made elsewhere in the Act. In conclusion, he held that Gagnon and other defendants organized, directed and participated in a cessation of work constituting a "strike" within the meaning the Act on the part of a group of employees who were prohibited from striking by terms of Section 22(1). As they deliberately adopted this unlawful means of achieving their object, they must, together with those who were persuaded to join their enterprise, bear the responsibility for any damage which resulted to the company.

Mr. Justice Ritchie referred also to Section 40 of the Act, which provides a penalty for breach of Section 22(1). A prosecution in such instance depends on the consent, in writing, of the Board and the requirement of such consent does not alter the fact that Section 22(1) constitutes a mandatory prohibition enforceable by penalty if the Board deems it appropriate to consent to such method of enforcement.

In the case of *Therien v. International Brotherhood of Teamsters*, Mr. Justice Sheppard of the British Columbia Court of Appeal (L.G. 1959, p. 398), considered whether breaches of the Labour Relations Act of that Province constituted "illegal means" whereby the company in question was induced to cease doing business with the plaintiff. In this connection he said:

In relying upon Ss. 4 and 6 of the statute the plaintiff is not to be taken as asserting a statutory course of action. The plaintiff is here founding upon a common law cause within *Hodges v. Webb*, (1920), 2 Ch. 70, which requires as one of the elements that an illegal means be used or threatened. To ascertain whether the means was illegal enquiry may be made both at common law and at statute law.

When the *Therien* case reached the Supreme Court of Canada (L.G. 1960, p. 276), Mr. Justice Locke, speaking on behalf of the majority of the court, said:

I agree with Sheppard, J.A. that in relying upon these sections of the Act the respondent is asserting, not a statutory cause of action, but a common law cause of action, and that to ascertain whether the means employed were illegal inquiry may be made both at common law and of the statute law.

In the light of those observations, Mr. Justice Ritchie held that it was unnecessary to determine whether or not a breach of Section 22(1) of the Labour Relations Act gave rise to a statutory cause of action because inquiry "made of the statute law" in

the case at bar disclosed that the means employed by the defendants were prohibited, and this of itself supplied the ingredient necessary to change a lawful agreement which would not give rise to a cause of action into a tortious conspiracy, the carrying out of which exposed the conspirators to an action for damages.

Mr. Justice Ritchie agreed with Mr. Justice Bridges of the Appeal Court that it was not necessary for the company to prove that actual breaches of contract took place in order to sustain the plea of conspiracy because the evidence supported the allegation that Gagnon and other defendants wrongfully conspired to procure, cause and induce the employees of the company to abstain from work.

In conclusion, Mr. Justice Ritchie, with whom the Chief Justice and Mr. Justice Cartwright concurred, would dismiss the appeal.

Mr. Justice Judson, dissenting, held that Section 22(1) of the Act applied to prohibit a strike only where an application for certification was pending, and there was no breach of the Act that would make the conduct of Gagnon and other defendants a tortious conspiracy. As the conduct of the defendants was neither tortious nor criminal, it was an unwarranted extension of civil conspiracy to make a strike for a proper purpose actionable in conspiracy merely because of a violation of the Labour Relations Act. *Gagnon et al. v. Foundation Maritime Ltd.* (1961), 28 D.L.R. (2), Part 3, p. 174.

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## Recent Regulations, Federal and Provincial

Alberta issues new regulations governing high altitude tests for certain gas appliances and revises its vacation order, changing the amount of vacation pay

In Alberta, the vacation order, which was revised earlier this year to provide for a two-week vacation after a year's service, was again revised to provide that an employee must receive his regular pay for each week of his annual vacation. Amendments to the regulations under the Gas Protection Act set out high altitude tests for certain gas appliances.

Other regulations deal with hours of work of beauty parlour employees in Saskatoon, the coverage of the Alberta Workmen's Compensation Act and a seasonal exemption from the British Columbia Hours of Work Act.

### FEDERAL

#### Territorial Lands Act

#### Public Lands Grants Act

New Canada Oil and Gas Land Regulations and Canada Oil and Gas Drilling and Production Regulations have been issued under the Territorial Lands Act and the Public Lands Grants Act. Gazetted June 28, the new regulations were approved by P.C. 1961-797. They replace the Canada Oil and Gas Regulations which were approved by P.C. 1960-474 (L.G. 1960, p. 715). The safety provisions are almost entirely the same as previously.

### PROVINCIAL

#### Alberta Gas Protection Act

Alberta has issued Alta. Reg. 169/61 governing high altitude tests for certain gas appliances and Alta. Reg. 174/61 governing temporary gas installations under the Gas Protection Act. They were gazetted June 30.

Alta. Reg. 169/61, amending Alta. Reg. 637/57, as amended (L.G. 1960, p. 76), becomes effective May 1, 1962. It provides that, before being used, sold, displayed, advertised or offered for sale in Alberta, certain gas appliances must be tested and listed as approved in accordance with the testing requirements for gas appliances for use at high altitudes authorized by the Inter-provincial Gas Approvals Council. These gas appliances are: central heating appliances, including steam and hot water boilers; room heaters and unit heaters, and water heaters.

Other gas appliances will be subject to similar high altitude tests before acceptance if field operation indicates that their operation at high altitudes would be unsafe.

Gas appliances which carry an unexpired high altitude rating from the Calgary Gas Approval Laboratory and are listed by the Canadian Gas Association for use at high altitudes will be exempted from these requirements until May 1, 1963.

Alta. Reg. 174/61 further amends Alta. Reg. 636/57 (L.G. 1958, p. 411). It empowers the Gas Inspection Branch of the Department of Labour to give permission to a supplier to connect up to temporary or incomplete permanent gas installations without obtaining a temporary permit, as previously required. This permission will be valid for 90 days but may be extended for a further period of 90 days at the discretion of the Inspection Branch.

### Alberta Labour Act

The Alberta Board of Industrial Relations has replaced the vacation order issued in May (L.G. July, p. 691) by another order which was gazetted on July 15 as Alta. Reg. 190/61 to take effect from date of publication.

The length of the vacation is the same as that in the order issued earlier this year, two weeks after a year's employment, but the amount of vacation pay has been changed. Instead of 4 per cent of regular pay for the vacation year, the new order provides that an employee must receive his regular pay for each week of his vacation and includes a definition in effect prior to June 1. The revised order also restores a qualifying period for vacation pay on termination of employment and makes some minor changes in the definition of one year's service and in the provisions dealing with *pro rated* vacations and period in which employment must be given.

The definition of a year's employment is substantially the same and means 12 consecutive months from the date employment actually began or from the date an employee became entitled to an annual vacation under any custom, agreement or contract of employment which ensures him vacation benefits comparable to those in the order and each subsequent period of 12 consecutive months (previously each subsequent year thereafter). In addition, every employee, whether full-time or part-time, must have worked not less than 90 per cent of the regular working days in the establishment or business of the employer in order to qualify for a vacation. As before, the order stipulates that an employee's vacation period must be counted as days worked when calculating entitlement to vacation in the following year.

Like the earlier order issued this year, the new order provides that an employee with a year or more service who has failed to meet the prescribed work requirements must be given a vacation calculated on a *pro rata* basis. It states that such an employee must be given an annual vacation

with regular pay on a *pro rata* basis bearing the same relationship to two weeks with regular pay as the number of days worked bears to 90 per cent of the regular working days in the establishment or business.

Under the revised order an employee must have worked at least 30 days in order to qualify for vacation pay on termination of employment. This 30-day qualifying period had been in effect until June 1 this year but was dropped when the order was first revised this year. An employee whose services are terminated before he becomes eligible for an annual vacation must receive an amount equal to four per cent of his regular pay for the period of employment. An employee who is entitled to a vacation but has not taken it must be paid his vacation pay plus an amount equal to four per cent of his regular pay since he last became entitled to an annual vacation.

The definition of regular pay in effect prior to June 1 has been restored. If an employee is paid on a monthly basis, his vacation pay for each week of his annual vacation is to be determined by dividing his monthly wage by 4½. Where wages are paid by the hour, day or week, vacation pay must be calculated on the basis of the actual rate of wages for the period immediately preceding the employee's annual vacation. If an employee is paid wholly or partly on a commission or piece-work basis, his vacation pay must be based on his average wages for the term of employment or for the last 12 months preceding the vacation, whichever is the shorter period. As before, where an employer makes deductions for board or lodging or both from an employee's wages, regular pay must include the cash value of such deductions. These provisions apply whether a vacation is given during the year in which it accrues or is taken in the prescribed 12-month period after date of entitlement.

Under the revised order, an employee may, upon request, be granted his vacation in two one-week periods, whereas the previous order required a vacation to be taken in one unbroken period.

### Alberta Workmen's Compensation Act

In Alberta, feed chopping mills were brought under the Workmen's Compensation Act by Alta. Reg. 176/61 gazetted June 30.

(Continued on page 958)



# UNEMPLOYMENT INSURANCE

## Monthly Report on Operation of the Unemployment Insurance Act

Number of claimants for unemployment insurance at end of June 22 per cent lower than month earlier and 10 per cent below year-earlier figure, statistics\* show  
Number of initial claims filed during month 30 per cent smaller than in May

Claimants† for unemployment insurance benefit numbered 266,900 on June 30, a decrease of 22 per cent from 341,000 on May 31 and 10 per cent below the 296,400 recorded on June 30, 1960.

Male claimants, fewer by some 65,500, accounted for about 90 per cent of the month-to-month decline.

Initial and renewal claims filed during June totalled 112,800. This represents a 30-per-cent decline from the 162,100 claims received during May and a 10-per-cent drop from June last year.

The average weekly estimate of beneficiaries for June was 249,600, compared with 536,500 for May and 275,900 for June 1960.

Total payments amounted to \$25.9 million for June as against \$58.7 million for May and \$26.8 million for June 1960.

The average benefit payment per week compensated was \$23.57 in June, \$23.68 in May, and \$22.11 in June 1960.

### Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for June showed that insurance books or contributions cards were issued to 4,172,581 employees who had made contributions to the Unemployment Insurance Fund at one time or another since April 1, 1961.

At June 30, employers registered numbered 332,010, a decrease of 332 since May 31, 1961.

\*See Tables E-1 to E-4 at back of this issue.

†A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is forwarded for computation. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. During the seasonal benefit period, claims in process are classed as regular until the computation of their contribution credits indicates otherwise.

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants".

### Enforcement Statistics

During June, 10,782 investigations were conducted by enforcement officers across Canada. Of these, 7,562 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions and 132 were miscellaneous investigations. The remaining 3,088 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions\* were begun in 317 cases, 108 against employers and 209 against claimants. Punitive disqualifications\* of claimants making false statements or misrepresentations numbered 2,164.

### Unemployment Insurance Fund

Revenue received in June totalled \$26,108,825.20, compared with \$26,021,228.93 in May and \$23,735,928.09 in June 1960.

Benefits paid in June totalled \$25,890,433.13, compared with \$58,704,100.43 in May and \$26,841,962.03 in June 1960.

The balance in the Unemployment Insurance Fund on June 30 was \$110,270,314.33; on May 31 it was \$110,051,922.26 and on June 30, 1960 it was \$296,187,477.10.

\*These do not necessarily relate to the investigations conducted during this period.

# Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB-1850, June 30, 1961

**Summary of the Main Facts:** The question for decision by the Umpire is whether the claimant had good cause for failing to accept a situation notified to him on December 16, 1960 (section 59 (1) (a) of the Act).

The claimant, who resides in Peterborough, Ont., filed a renewal application for benefit at the National Employment Office in that city on October 20, 1960, and was registered for employment as a portable grinder. He had worked as a labourer in Peterborough for the A ..... Company from October 7, 1960 to October 19, 1960, when he was laid off because of a shortage of work. His rate of pay was \$1.35 an hour. Previous to this, he had been employed in the Receiving Department of the Z ..... Company, Peterborough, from June 23, 1959 to March 11, 1960, when he was also laid off because of a work shortage. His rate of pay was \$75 a week.

The renewal claim referred to above was allowed and he drew benefit until his benefit rights thereunder became exhausted. A seasonal benefit period was established beginning December 11, 1960.

The claimant's "Master Application for Employment" (Form UIC 701M) indicates the following:

Dec.13/60:

Interviewed applicant. Said he had to have any type of employment. Inquired about winter work projects. Said he was interested in this type of work.

On December 16, 1960, the local office of the Commission notified the claimant of an offer of temporary employment of four weeks' duration with the City of Peterborough as a labourer on a winter work project at a wage of \$1.47 an hour. The prevailing rate of pay in the district for that type of work was reported to be \$1.00 to \$1.47 an hour. The hours of work were eight a day and 40 a week, day work. The place of work was seven blocks distant from his home. The claimant stated: "I did not accept the job on account of not having winter equipment such as winter boots, socks, underwear, gloves, caps—such articles would cost me around \$15 which I did not have."

The local office commented: "Claimant stated he would have accepted job except that because of Xmas & New Years he would only be working 3 days first week and 4 the second & all told only 4 weeks."

On the evidence before him, the insurance officer notified the claimant by letter on December 22, 1960 that he was disqualified and that benefit was suspended from December 11, 1960 to January 7, 1961 (four weeks) because, in his opinion, the claimant had, without good cause, failed to accept a situation in suitable employment (section 59 (1) (a) of the Act).

The claimant appealed to a board of referees in a letter dated January 31, 1961. Although the appeal was not received in the local office within the prescribed time limit of 30 days, it was allowed to proceed to the board. At the same time the insurance officer referred the board to relevant decisions of the Umpire, viz., CUBs 883 and 1422.

In support of the claimant's appeal, Ray Peters, Co-Chairman, Peterborough General Union for Unemployed Workers, in a submission to the board of referees dated February 22, 1961, stated:

... In the early fall, the claimant had applied for work on the Winter Works Projects.

He was told by the Unemployment Insurance Official that his name would be listed.

However, this was in a period during which the weather was considerably milder than in December, and the claimant hoped that he would be selected at an early date.

The claimant was notified on December 16th, 1960, that a job was available on a City Winter Works Project.

He went to see the supervisor of the Project, and discussed the problem of adequate clothing.

When [the claimant] explained his problem to [the project Supervisor] he was told that he [the Supervisor] did not think anything could be held against [the claimant] as he had to send a man home in the previous week who also did not have adequate clothing.

[The claimant] reported to the local UIC office and explained his reason for non-acceptance. This was on a Friday afternoon and [the claimant] had been expected to take this job on the following Monday, December 19, 1960.

[The claimant] knew of no way that he could obtain adequate clothing and we categorically deny that the reason was because of [the claimant's] understanding of short work weeks over the Christmas and New Year's week.

[The claimant's] reason was simply that he did not have adequate clothing to work outside during this period.

After December 16, 1960, [the claimant] asked a Civic Welfare Assistance Official if they would supply him with such clothing, but this request was denied.

The general Welfare Assistance Act under which Welfare Administrators operate does not provide for a clothing allowance which would be necessary in this case. It is our strong position that by any standard of working conditions this offered situation in temporary employment was not suitable under the circumstances.

[The claimant] for almost all of his working periods during the past 13 years has been employed in industry at jobs performed in an industrial plant... We will quote a letter which appeared in the February 4, 1961 issue of our local newspaper the *Peterborough Examiner* which outlines this problem and how employees regularly affected recognized the need to be properly clothed.

#### Thanks for Clothing

Sir: May we, the men on the Winter-works project at the Filtration plant, use your column to thank publicly Mr. James Harrison and all the regular employees, for the many articles of clothing given to us by him and his staff. Their generosity and personal concern in this very cold weather is more than very deeply appreciated. Again may we thank you and bless you.

We believe that if [the claimant] had in fact taken this work there is a possibility that he could have been subjected to pneumonia, and even possibly death due to the severe weather conditions which occur in our Country...

A board of referees heard the case in Oshawa, Ont., on February 22, 1961. The claimants and Mr. Peters attended the hearing. The unanimous decision of the board reads:

...During the hearing the claimant and his representative repeatedly stated that the reason for not accepting the employment was lack of adequate clothing and did also stress the fact that the supervisor of the project had explained to the claimant a previous employee had been sent home for insufficient clothing the previous week. The claimant further explained that he had no means of purchasing clothing or obtaining credit in order to get the clothing, also that he was notified about the job on the Friday and had to be at work the following Monday, which again did not give him sufficient time to try and obtain said clothing. The representative explained that this winter project was cleaning up along the shores of Little Lake and this was during the coldest time of the year that he had experienced.

The Board noted that claimant had been mostly employed in industry and would hardly

be expected to have clothing suitable for the kind of job offered. The Board also noted the duration of the job which made it impractical to obtain clothing for such a short time. However, after considering all evidence, the Board consider this employment unsuitable.

The Insurance Officer's decision is reversed and the claimant's appeal is allowed.

The insurance officer appealed to the Umpire and stated:

Exhibits show that the claimant asked for work on winter work projects. However, contrary to what is stated by the union representative, the claimant indicated that he was interested in work on the winter work projects not only in the early fall, but specifically on 13 December 1960, as evidenced by the record of the interview. . .

The board of referees erred in finding that the employment was not suitable in the claimant's case because he had been mostly employed in industry and could hardly be expected to have clothing suitable for the kind of job offered. The board failed to take into account that considerable time had elapsed since the claimant held regular employment in industry. His last period of employment as an assembler for the B-Company was terminated nearly 2 years before and his latest regular employment of any duration was of an unskilled nature in the Receiving Department of the Z-Company in Peterborough where he was laid off in March 1960. After that date, he only worked in a few jobs of short duration, as a labourer, the last one being on construction work for 2 weeks. The board also failed to take into account the fact that the claimant had applied for work on the winter work projects as late as 13 December 1960.

Under these circumstances, it is submitted that the work offered was clearly suitable employment within the meaning of section 59(3) of the Act and the onus was on the claimant to prove good cause for his failure to accept it.

The reason advanced by the claimant for his failure does not appear to be the action of a prudent individual, particularly as he had the weekend to prepare himself for the job. He refused the job without even attempting to borrow what clothing he lacked on a temporary basis or as a last resort seek the assistance of a welfare agency. To be eligible for benefit under section 54(2)(a) of the Act, a claimant is required to be ready, willing and able to accept suitable employment immediately it is offered. This implies that he is equipped so far as clothing is concerned to meet all reasonable requirements. This applies particularly in a situation such as this, where all that was required was ordinary warm clothing which most people have. . .

In a letter dated May 20, 1961, the claimant requested an oral hearing before the Umpire. His letter contained also the following observations for consideration by the Umpire:

...In the statement "Grounds for the Insurance Officers Appeal" there appears the



statement that all that was required was ordinary warm work clothing which most people have—I would disagree that only ordinary warm work clothing was needed and would state that on the contrary exceptionally warm work clothing was needed. Secondly, I would disagree that most persons have what is called warm work clothing for working outside in the winter time. Particularly in the case of a person unemployed for a prolonged period of time there would be only a percentage so equipped.

I maintain that to attempt to force a person to work outside under these conditions would not be the act of a good employer. In fact even a bad employer would have to consider the consequences of doing so.

The Insurance Officer fails to take into account the subject of my discussion with the Supervisor of the winter works project in Peterborough.

In respect to the type of work I have either worked on or applied for since I was laid off at the B-Co.—I think that this proved I am capable of and available for work.

In respect to the CUBs mentioned—I would respectfully submit that in the case of CUB 883, I believe the dispute involved the rate of pay which I have not used as an argument in my case. In addition the work was work that she could have easily performed, while in my case it is precisely the opposite due to lack of winter work clothing.

In respect to CUB 1422, again I interpret the problem as being one connected with the rate of pay and where the work was such that she could easily perform.

The foregoing is not intended to be all of the argument that I may put forward but is simply some observations I have made for consideration by the Umpire.

The hearing before the Umpire was held in Toronto, Ont., on June 16, 1961, and attended by the claimant and his representative, Ray Peters. The Unemployment Insurance Commission was represented by John A. G. MacDonald, a solicitor of its Legal Branch.

**Considerations and Conclusions:** The record shows that the employment that was notified to the claimant on December 16, 1960 was suitable within the meaning of the applicable provisions of the Act. Consequently, the only question to be decided in this case is whether the claimant proved he had good cause for failing to accept such employment.

In this connection, the unanimous decision of the board of referees is clearly to the effect that the reasons the claimant gave for not accepting the temporary employment of four weeks' duration, viz., lack of adequate winter clothing and lack of money to buy any on such short notice, were valid reasons in his particular circumstances.

As the facts before me are entirely the same as those which were before the board

of referees and as it is manifest that the members of the board reached their decision after weighing the evidence and examining it in the light of their knowledge of the local conditions, I decide to confirm the board's decision and to dismiss the insurance officer's appeal.

## Decision CUB-1863, July 21, 1961

(Translation)

**Summary of the Main Facts:** The claimant filed an initial application for benefit at the local office of the Unemployment Insurance Commission at St. Hyacinthe, Que., on January 17, 1961 and registered for employment as a labourer. He stated on that occasion that he was taking part in the television program *L'heure des Quilles* shown on Sunday afternoons at 4 o'clock on the French language channel of the CBC.

In this respect, he added: "I do not have a contract of employment, the money I receive is only a gift and not a salary. I have been unemployed and available for work since January 11, 1961."

According to information provided by the insurance officer, this television program consists of a three-game match between two bowlers. The players receive the following prizes.

\$50.00 to the winner of one game.

\$25.00 to the player who gets 200 points or more in one game

\$1,000.00 for a perfect game

\$75.00 for the winner of all three games

\$50.00 to the player who bowls a total of 600 or more

\$50.00 more to the player who bowls 700 or more

\$25.00 as a consolation prize plus travelling expenses if the player resides outside Montreal.

On January 23, 1961, the claimant stated in writing the amounts he had won on two Sundays since the beginning of his claim. His statement reads as follows:

I take part in the bowling hour on the C.B.C.

I only have a verbal agreement according to which if I lose I shall receive \$25.00 as a consolation prize plus \$15.00 for my travelling expenses as I live outside Montreal (players who live in Montreal do not receive this amount of \$15.00).

If I win, I receive \$50.00 per game, plus \$25.00 for each game of over 200 points and \$50.00 if the cross exceeds 600.

On January 15, 1961, I received the following amount: \$25.00 for winning over 200 points and \$50.00 for each game won ( $75.00 \times 3 = \$225.00$ ) plus \$75.00 because my total exceeded

that of my opponent, plus \$50.00 for having obtained a cross exceeding 600 points (amount won \$350.00).

On January 22nd, I received \$50.00 for winning one game plus \$75.00 for the match, plus \$25.00 for having exceeded 200 in the third game (total \$150.00). The money is paid me by the C.B.C.

On February 3, 1961, the insurance officer sent the claimant the following notice:

Under sections 172 and 173 of the Regulations, salaries earned by a claimant in respect of work accomplished for an employer are determined as earnings attributable to the period for which they are payable.

Thus, according to the information provided, your earnings have been determined as \$362.70 and \$162.70 for the weeks beginning the 15th and 22nd January, 1961, respectively.

On February 13, 1961, the claimant appealed to a board of referees. He stated:

... I wish to appeal to a board of referees and to receive an explanation in writing as to why I cannot receive benefit for the three weeks in question. To my way of thinking, this is not a salary, as any salary is subject to income tax and this money is not, for the simple reason that it is not a salary. We do not earn a living by bowling, on the contrary, it costs a lot of money to become a good enough player to take part in this bowling program.

On March 3, 1961, board of referees heard the appeal in the presence of the claimant at Drummondville, Que. The board unanimously granted the appeal and reversed the insurance officer's decision. The board's decision reads in part as follows:

The claimant appeared before the board of referees. According to the facts appearing in the file and following the statements made by the claimant, the latter takes part in the CBC bowling program when his name is drawn by chance. When his name is drawn, he goes and bowls, and the agreement on the benefits he earns is explained in Exhibit No. 2. The claimant explained to us that he has signed no written contract with the CBC or with the company sponsoring the bowling hour program and that, moreover, there is no verbal agreement of the character of hiring of services.

It is therefore correct to say that when the claimant bowls, he is not working for the X-Company or the CBC. He merely wins a certain sum of money as if he were taking part in a bingo or any other game of chance and skill. Section 172A clearly indicates in subsection A that the revenue must be derived from services rendered to a person. Such is not the case in this instance and the claimant even explained to us that he is entirely free to take part or not to take part in the bowling program, and that he is not penalized in any way if he fails to take part. Therefore, this is not a payment for services rendered but merely a gratuity he receives if he submits to certain conditions. The claimant is in no way

working independently, as he does not even know ahead of time if he will be playing on such or such date.

The insurance officer appealed to the Umpire on April 28, 1961. His reasons for appeal contain the following remarks:

We submit that the board of referees was in error when deciding that the revenues obtained by the claimant at L'heure Des Quilles were not earnings. Under Regulation 172, money does not necessarily have to be paid for services rendered nor does the claimant have to be engaged as an employee. All that is required is that the revenues should be derived from services rendered on behalf of someone. In bowling for the CBC television program, the claimant was performing services for certain people. It would definitely seem that these services were rendered directly to the CBC who produces the program and pays those competing.

However, it is not necessary that such be the case, nor that the services be rendered to the sponsor or to any particular person.

There is no doubt that in taking part in the program as a competitor, the claimant provided viewers with pleasant entertainment through his efforts and skill. Without such active participation on his part, the claimant would not have obtained the income which he, in fact, received and thus this income is indeed derived from services rendered by the claimant on behalf of some person, as provided under Regulation 172(1)(a).

In a letter dated May 5, 1961, the claimant explained that he first had to take part in three matches to be placed among those who would take part in the television program and that to do so he had had to spend a certain sum of money.

**Considerations and Conclusions:** The relevant part of Unemployment Insurance Regulation 172 reads as follows:

(1) The earnings of a claimant to be taken into account for the purpose of determining, under section 56 of the Act, the amount of benefit payable to him and for all other purposes related to entitlement to benefit, except contributions payable, are as follows:—

- (a) all the claimant's income arising out of his services for any person...
- (i) whether such services... are under a contract of service or any other contract...

In the present case, the evidence establishes that the claimant received \$350 on January 15, 1961, and \$150 on January 22, 1961 for taking part in the program *L'heure des Quilles*. Thus, the questions now arising are as follows:

1. Was such income derived from "services rendered by the claimant on behalf of some person"?
2. In the affirmative, were these services rendered "by virtue of a contract of service or any other contract"?

(Continued on page 958)

# LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

## Wage Schedules Prepared and Contracts Awarded during July

### Works of Construction, Remodelling, Repair or Demolition

During July the Department of Labour prepared 262 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 351 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under the heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

### Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in July for the manufacture of supplies and equipment were as follows:

Department	No of Contracts	Aggregate Amount
Defence Production	155	\$589,995.00
Post Office	6	76,662.91
R.C.M.P.	1	4,071.60

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work.

These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.



(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

## Wage Claims Received and Payments Made during July

During July the sum of \$1,879.47 was collected from five contractors for wage arrears due their employees arising out of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 39 workers concerned.

## Contracts Containing Fair Wage Schedules Awarded during July

(The labour conditions of the contracts marked (\*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

### Department of Agriculture

*Lennoxville Que*: Fabi & Fils Ltée, laying gravel road beds, asphalt paving of bull paddocks & construction of steel fencing, Dairy Cattle Centre, Experimental Farm. *near Birch Hills Sask*: E S Michels Lumber Co, construction of community project. *Vegreville Alta*: Permasteel (Alberta) Ltd, supply & erection of prefabricated steel extension to Soil Sub-Station. *Whitehorse Y T*: Ben Leveille, construction of farm cottage, Experimental Farm.

### Atomic Energy of Canada Limited

*Chalk River Ont*: Walter Mansveld, \*painting interior of Bldg 508.

### Central Mortgage and Housing Corporation

*Gander Nfld*: Peyton's Flower Shop, \*fertilizing & seeding lawns; Griffin Construction Co, \*site improvement; Peyton's Flower Shop, \*landscaping; Sidney Burry & Son, exterior painting of 50 houses (CMHC 1/52) & 96 houses (CMHC 5/56). *Saint John N B*: Eastern Woodworkers Ltd, construction of 100 housing units (FP 4/59). *Nitro Que*: Regional Construction, paving of streets; Home Alteration Co, repairs to six house foundations; Daniels & Mannard Ltd, exterior painting of 217 houses. *Cornwall Ont*: A Rose & Sons, site improvement & planting for 125 housing units (FP 3/57). *Ottawa Ont*: O'Leary's (1956) Ltd, \*re-paving, Strathcona Heights; Bailey Meter Co Ltd, \*installation of damper controls, Strathcona Heights; Honeywell Controls Ltd, \*installation of outside temperature controls, Strathcona Heights. *Petawawa Ont*: Minerva Construction Co & Bachetti & Sons Construction, site improvement & planting, Areas A & C (DND 13/58, phase 11); Thomas G Wilcox & Sons, site improvement & planting, Area B (DND 13/58, phase 11). *Brandon Man*: Froggett & Van Der Mout Painting, exterior painting of 43 housing units (VR 3/48). *Winnipeg Man*: Oswald Decorating Co, \*exterior painting of houses. *Regina Sask*: J H From, site improvement & planting for 110 housing units (FP 1/59). *Vancouver B C*: Neil Meyer Ltd, exterior painting of 280 housing units (VR #6); Continental Painters & Decorators, exterior painting of apartment bldgs & housing units (AECL); Arli Contracting, \*interior decorating of apartments, New Westminster, Fraserview & Renfrew Projects. *Vernon B C*: Hansen & Molder, \*exterior painting of houses.

### Department of Citizenship and Immigration

*Shubenacadie Indian Agency N S*: Nova Scotia Waterproofers Ltd, waterproofing & roof repairs, Shubenacadie IRS. *Portage la Prairie Indian Agency Man*: Semans Plumbing & Heating Ltd, plumbing & general renovations, Portage la Prairie IRS. *Crooked Lake*

*Indian Agency Sask:* Hancock Plumbing Ltd, installation of package heating boiler, Cowessess IRS. *File Hills Qu'Appelle Indian Agency Sask:* E S Michels Lumber Co, construction of foundations, basements, etc at Little Black Bear Reserve, moving of two bldgs from Key Reserve & installation of heating systems, etc. *Meadow Lake Indian Agency Sask:* Klawon Construction Ltd, moving & relocating one classroom school, Black Lake. *Athabasca Indian Agency Alta:* St Laurent Construction Ltd, construction of two classrooms, Chipewyan IDS. *Edmonton Indian Agency Alta:* St Laurent Construction Ltd, general alterations (Phase 3), Edmonton IRS. *Bella Coola Indian Agency B C:* Turner Contracting Co Ltd, construction of two bedroom staff residence, Kitasso IR. *Kamloops Indian Agency B C:* Western Builders & Contractors Ltd, repairs & improvements to Kamloops IRS.

### Defence Construction (1951) Limited

*Goose Bay (Labr) Nfld:* Hi-Lite Electric Ltd, installation of aerodrome lighting, RCAF Station. *Summerside P E I:* M F Schurman Co Ltd, construction of extension to cantilever hangar, RCAF Station. *Halifax N S:* Standard Paving Maritime Ltd, repairing & seal coating, asphalt paving, HMC Dockyard. *Camp Gagetown N B:* Phillips Contracting Ltd, gravel surfacing of roads, training area. *Bagotville Que:* Oliva Gauthier Ltee, erection & finishing of prefabricated steel bldg, RCAF Station. *Montreal Que:* Marin & Plante Co Ltd, installation of 28 sirens. *St Johns Que:* Foster Wheeler Ltd, \*supply & erection of two steam generating units, RCAF Station. *Valcartier Que:* J O Lambert Inc, rebuilding of ash shilo. *Shirley Bay (Ottawa) Ont:* Landino Zuccarini, construction of biological evaluation bldg, DRB. *Trenton Ont:* H J McFarland Construction Co Ltd, aerodrome pavement repairs & slurry seal, RCAF Station. *Fort Churchill Man:* Carter Construction Co Ltd, construction of PT & Recreation bldg. *Winnipeg Man:* Inter-City Building Industries Ltd, extension to fire hall, RCAF Station. *Cold Lake Alta:* Poole Engineering (1958) Ltd, extension of runway 03-21, RCAF Station. *Namao Alta:* Arthur A Voice Construction Co Ltd, asphalt paving, RCAF Station. *Kamloops B C:* Interior Contracting Co Ltd, construction of gravel road, RCNAD. *Sea Island B C:* Beaver Construction Co Ltd, replacement of taxiway, RCAF Station. *various RCAF sites:* Canadian Car Co Ltd, \*supply & installation of 345 contemporary dwelling units & 21 storage units.

### Building and Maintenance

*Gander Nfld:* McNamara Construction of Newfoundland Ltd, reconstruction of roads & parking areas. *Torbay Nfld:* Malach Roofing & Flooring Ltd, re-roofing hangars 3 & 4, RCAF Station. *Summerside P E I:* Curran & Briggs Ltd, replacement of concrete aprons in front of 4 hangars, RCAF Station. *Bagotville Que:* AlSCO Montreal Inc, supply & installation of 928 metal windows, RCAF Station. *Quebec Que:* Albert Pelletier, repointing & sandblasting of La Citadelle site, Covefields Bldg & Grande Allee Armoury. *St Johns Que:* Morin & Plante Co Ltd, re-roofing bldgs B47 & B129 & leanto of bldg B131, RCAF Station. *Valcartier Que:* J O Lambert Inc, installation of storm sash for 140 PMQs. *Camp Borden Ont:* Quinte Plumbing & Heating & Electrical Co Ltd, installation of ventilation system in Hangars 17 & 18. *Clinton Ont:* Lavis Contracting Co Ltd, repair of roadways, RCAF Station. *Kingston Ont:* Kingston Decorating Ltd, exterior painting of 193 PMQs, Fort Henry Heights. *Petawawa Ont:* Dibblee Construction Co Ltd, repaving "M" area, parade square, Camp. *Rockcliffe Ont:* John Ter Haar, exterior painting of 151 PMOs, RCAF Station. *Trenton Ont:* Ontario Electrical Construction Co Ltd, supply & installation of electrical de-icing system for hangar door tracks, RCAF Station; The Tatham Co Ltd, construction of storm drainage diversion culvert in PMQs area, RCAF Station. *Portage la Prairie Man:* Peter Boorberg, sand sealing of station & PMQ roads, RCAF Station. *Shilo Man:* H C Higgins & Sons Contractors Ltd, addition to connect bldgs M2 & M5, Camp. *Saskatoon Sask:* Grosvenor Dominion Decorating Co, exterior painting of 57 bldgs. *Cold Lake Alta:* J Mason & Sons Ltd, exterior painting of 215 PMQs, RCAF Station. *Edmonton Alta:* W Kuypers & Sons, supply & installation of weeping tile in 48 PMQs, RCAF Station. *Wainwright Alta:* Alph's Decorating Ltd, exterior painting of 143 GP huts, Camp. *Whitehorse Y T:* Dawson, Wade & Co Ltd, asphalt paving of roads, Camp Takhini.

## Department of Defence Production

*Torbay Nfld:* Sanitary Cleaners, painting approach lighting towers, RCAF Station. *Chalottetown P E I:* Berken Painting Co,\* exterior painting of Brighton Compound. *Beaverbank N S:* James F Lahey Ltd, painting interior of recreation hall, RCAF Station; Gillis Co Ltd, \*erection of school fencing, RCAF Station; Municipal Spraying & Contracting Ltd, \*paving of recreation hall roadway, RCAF Station; Richards-Wilcox Canadian Co Ltd, \*erection of portable bleachers, RCAF Station. *Bedford Basin N S:* Chemi-Solv Ltd, \*chemical cleaning of three Vickers water tube boilers, Central Heating Plant; Dean's Nursery Ltd, \*brush control by spraying & cutting of grass in certain areas, RCN Magazine. *Dartmouth N S:* Richards-Wilcox Canadian Co Ltd, supply & installation of electrically operated vertical lift-type door, Bldg No 3A, RCN Armament Depot; A P Green Firebrick Co Ltd, \*repair of brickwork in three boilers, Central Heating Plant, Shannon Park, PMQ; Webb Engineering Ltd, renewal of domestic hot water storage tank in operations bldg, Albro Lake W/T Station; Webb Engineering Ltd, \*installation of division plates on coal bunker, Central Heating Plant, Shannon Park. *Greenwood N S:* Hazelwood Bros, interior maintenance painting of PMQs (1961-Phase 2), RCAF Station. *Halifax N S:* Fundy Construction Co Ltd, construction of gravity type concrete retaining wall, HMC Dockyard; Webb Engineering Ltd, renewal of steam distribution system on South portion of Jetty #3, HMC Dockyard; Banfield & Miles, \*exterior painting of three bldgs, HMCS *Stadacona*; T Donovan & Son Ltd, \*chemical cleaning of three water tube boilers, South Central Heating Plant, HMC Dockyard; T Donovan & Son Ltd, \*chemical cleaning of three B & W water tube boilers, Central Heating Plant, HMCS *Stadacona*; Webb Engineering Ltd, \*renewal of Nuveyer air washer, South Central Heating Plant, HMC Dockyard. *Sandy Point N S:* LeHave Electrics Ltd, light & power installation, Bldg #23, HMCS *Shelburne*; E G MacCaul & Son, \*installation of warm air heating system & renewal of piping in Recreation Bldg, #23, HMCS *Shelburne*, *Shearwater N S:* Chemi-Solv Ltd, \*chemical cleaning of three water tube boilers & economizers, Central Heating Plant, RCN Air Station. *Sydney N S:* Tasco Sheet Metal & Roofing Co, renewal of tar & gravel roof, Bldg #17-1, Point Edward Naval Base; Frost Steel & Wire Co (Quebec) Ltd, \*installation of chain link fence, Bulk Storage Compound, RCAF Station; Harriss & Harriss, \*regrading reditching & regraveling of road, Rifle Range; M R Chappell Ltd, \*renewal of tar & gravel roof, Bldg #40, Point Edward Naval Base. *Camp Gagetown N B:* Francis Hankin & Co Ltd, \*repainting of water tower & tank (L1); Leonard Roofers & Sheet Metal Workers, \*repair of roof section over kitchen, Bldg A-4; Leonard Roofers & Sheet Metal Workers, \*repair of roofing & flashing on roof section, Bldg #D8; Stirling Electric Ltd, \*replacement of luminaires in artificial ice rink bldg A-15; J E Wilson Roofing Co Ltd, \*repair of roof of Bldg A-8. *Moncton N B:* Levitt-Safety Ltd, \*installation of fire extinguishing & fire detecting equipment, #5 Supply Depot, RCAF Station. *Gaspé Que:* Carter & Girard Ltd, \*installation of drains, laying of gravel & erection of fence, Armoury. *Montreal Que:* Beauchemin Asphalt Paving Co, \*resurfacing of roads in Barracks Area, Notre Dame St; Richards-Wilcox Canadian Co Ltd, \*installation of four fire doors, HMCS *Donnacona*. *Morin Heights Que:* Aime Dagenais, exterior painting of ten duplexes & three PMQs, RCAF Station, Lac St Denis; Desjardins Asphalt Ltd, \*application of hot mix asphalt, RCAF Station, Lac St Denis. *Parent Que:* Northern Plumbing Ltd, \*installation of forced air heating system, RCAF Station; Northern Plumbing Ltd, \*installation of hot air heating in FPS tower, RCAF Station; Paquin Construction Co Ltd, \*paving of certain areas, RCAF Station; Paquin Construction Co Ltd, \*repair of roads, RCAF Station. *St. Hubert Que:* Edgar Milot Inc, repainting exterior of 72 PMQs, RCAF Station; Allied Building Services Ltd, \*repainting of brickwork on two bldgs, RCAF Station; F J Esson Co Ltd, \*repair of two Lee boilers, #12 Hangar, RCAF Station. *St Jean Que:* Clerk Windows Ltd, \*repair of aluminum windows, Bldg No 109, College Militaire Royal; Lucien Quesnel, \*painting of three sheet metal roofs, College Militaire Royal; Fred Schultz Flooring Ltd, \*installation of underlay & tile flooring, RCAF Station. *Ste Therese Que:* Common Construction Co Ltd, replacement of power line poles at #4 Works Coy RCE, Bouchard Detachment. *Ste Therese de Blainville Que:* Planned Renovators Ltd, \*repair & repainting of elevated water tank, Bouchard Military Camp. *St Sylvestre Que:* Maurice Savoie, \*exterior painting of sixteen PMQs, RCAF Station. *Senneterre Que:* Cochrane Landscaping, Reg'd, \*landscaping of station areas, RCAF Station. *Sept Iles Que:* Couvreur Sept-Iles Ltee, \*reroofing of Combined Mess Bldg, RCAF Station, Moisie. *Thetford Mines Que:* Marcel Lacroix, \*interior & exterior painting of Thetford Mines Armoury. *Amherstburg Ont:* Loaring



Construction Co Ltd, \*installation of Attack Warning System siren. *Byron Ont*: Toten Construction Co Ltd, \*installation of Attack Warning System siren. *Cedar Springs Ont*: T C Warwick & Sons Ltd, \*general repairs & maintenance of Rifle Range. *Clinton Ont*: Barber-Colman of Canada Ltd, \*reconditioning of Barber-Colman heating & climate controls in Bldgs, RCAF Station; Toten Construction Co Ltd, \*repainting, repairing or rebuilding 80 chimneys, etc, RCAF Station. *Downsview Ont*: National Painting & Decorating Ltd, exterior painting of 44 PMQs, RCAF Station; Metallizing Co of Toronto Ltd, \*reconditioning of water pressure tanks, RCAF Station. *Edgar Ont*: Moore Anderson Paving Ltd, \*application of asphalt on tennis court area, RCAF Station. *Grand Bend Ont*: Imperial Insulation & Roofing Co, \*repair of Hangar Bldg roof, RCAF Station. *Kingston Ont*: Kingston Painting & Decorating Service, plaster repairs & interior repainting; McGinnis & O'Connor Ltd, \*road resurfacing, paving & concrete catch basins, HQ EOA; Will-Mac Construction Ltd, \*repaving area at Armoury. *Ingersoll Ont*: Toten Construction Co Ltd, \*installation of Attack Warning System siren. *Lambeth Ont*: Harrison & Green Construction Ltd, \*installation of Attack Warning System siren. *Listowel Ont*: Len J McCarthy, \*general maintenance & repair of Armoury. *London Ont*: Albion-Clarke Electric Ltd, alterations to lighting system, Warehouse #1, Bldg 39 at 27 COD, Highbury Ave; Cardinal Painting & Decorating Co Ltd, painting exterior & interior of various bldgs, Wolseley Barracks. *Madoc Ont*: Arthur A Sills & Son Ltd, \*reroofing, replacement of eavestrough & painting of Armoury. *Niagara Falls Ont*: Montgomery Bros, \*repair of lawns & landscaping, Victoria Ave Armoury. *North Bay Ont*: Steds Ltd, replacing damaged concrete slabs, RCAF Station; Smith & Elston Co Ltd, reversal & repiping of steam blast heating coils in hangars No 1 & 2, RCAF Station. *Ottawa Ont*: National Roofing & Waterproofing Ltd, application of built-up roofing, RCAF Station, Victoria Island; Cameron & Turner Reg'd, \*application of asbestos shingles, exterior & interior painting, etc, Bldg 293; J G Tompkins & Co, \*replacement of concrete ramp, Bldg 292 & part of floor in Bldg at ADE "A" (VBG). *Port Arthur Ont*: Bodnar Roofers Ltd, \*roof repairs, Armoury. *St Thomas Ont*: Toten Construction Co Ltd, \*general maintenance, Armoury. *Toronto Ont*: Conrad-Rawlinson Ltd, \*exterior painting of two bldgs, RCAF Station. *Trenton Ont*: Eponite Co, resurfacing of central heating plant with epoxy coating, RCAF Station; Walter F McCormack, repainting of runways & ramp markings, RCAF Station; H J McFarland Construction Co Ltd, resurfacing of roads & new parking area, RCAF Station; Reynard Painting Co, interior repainting of No 5 Hangar, RCAF Station. *Uplands Ont*: O'Leary's (1956) Ltd, reconstruction of section of First Ave, RCAF Station; I M Bower, \*supply & install counter balance weight cables on cantilever doors, Hangar #12, RCAF Station. *Fort Churchill Man*: Brothan Painting Co Ltd, painting exterior of bldgs; Western Petroleum Construction, \*maintenance of two petroleum tanks, RCASC Tank Farm. *Rivers Man*: Zenith Paving Ltd, \*surfacing of trailer court roads at Canadian Joint Air Training Centre, Camp. *Shilo Man*: G S Gray, \*repainting of chimneys on various bldgs, Military Camp; H G Hay Decorating Co, exterior painting of bldgs, Military Camp; Bev Burton Construction, \*application of gravel on road to Sewage Plant & Magazine, Camp; Cumming & Dobbie Ltd, \*repairs to Douglas Road, near Camp. *Winnipeg Man*: Twin Cities Painting & Building Cleaning, exterior painting of 48 PMQs, Fort Osborne Barracks; Wallace & Wallace, \*supply & installation of cement asbestos chalkboards in Bldg 84, RCAF Station. *Moose Jaw Sask*: P W Graham & Sons Ltd, removing existing sash & frames in North Wing, Armoury; Redi-Mix Concrete Ltd, construction of two loop roads, RCAF Station; Asphalt Services Ltd, \*resurfacing of parking lot, Bldg #57, RCAF Station; Bird Construction Co Ltd, \*application of asphalt lift to Construction Engineering Compound, RCAF Station. *Prince Albert Sask*: B & R Construction Ltd, installation of new windows, Armoury. *Calgary Alta*: W J Kutasinski, \*waterproofing of exterior walls & basement floors of PMQs, RCAF Station, Lincoln Park; Norwin Decorating Ltd, \*repainting of water tower, Sarcee Barracks; Pioneer Paving Ltd, \*repair of concrete surfaced area, Bldg #C-4, Currie Barracks; United Waterproofing Ltd, \*waterproofing of exterior walls & basement floors of PMQs, RCAF Station, Lincoln Park. *Edmonton Alta*: B & E Painting Decorating Ltd, exterior painting of various bldgs, Griesbach Barracks; Bond & Leitch Ltd, \*installation of fire escape, Administration Bldg, HMCS Nonsuch; Economy Plumbing & Heating Co Ltd, construction of by-pass in sanitary sewer, Griesbach Barracks. *Belmont Park B C*: K J Howe, \*exterior & interior painting of RC & Protestant Chapels. *Chilliwack B C*: Ronal T V Electric, \*installation of master TV antennae on Bldg 1048, Camp. *Dawson Creek B C*: Ernie Painting, \*painting of PMQs & bldg. *Esquimalt B C*: Hartman & Guelich, painting interior & exterior of Bldgs No 22 & 22A, Royal Roads; Hartmann & Guelich, \*repainting of perimeter fence, HMCS Naden; Hartmann & Guelich, \*interior painting

of three bldgs, HMCS *Venture*; Stan Hayward Painting & Decorating, \*repainting exterior of staff house No 3, HMCS *Naden*; Old Country Industrial Contractors Ltd, \*interior painting & exterior trim of eleven bldgs, Seaward Defence Base; Old Country Industrial Contractors Ltd, \*repainting exterior of twenty residences, HMCS *Naden*. *Patricia Bay B C*: Clark & Pattison Painting Contractors Ltd, \*exterior painting of bldg; Old Country Industrial Contractors Ltd, \*exterior painting of three bldgs; Parfitt Construction Co Ltd, \*construction of Line Crew Shelter attached to Hangar 17. *Rocky Point B C*: Hartmann & Guelich, \*painting of perimeter fence, RCN Ammunition Depot; Heal & McAllister, \*repainting interior & exterior of ten bldgs; Murphy Electric Co Ltd, \*installation of audio fire alarm & emergency warning system. *Vancouver B C*: J T Devlin & Co Ltd, steam cleaning & painting; Steve Bertelen Painting Contractor \*exterior painting of four bldgs & interior of three bldgs; Steve Bertelen Painting Contractor, \*interior painting of twelve bldgs, Blair Range; Canadian National Railways, \*renewal of approximately 250 track ties, Naval Stores Depot, Lynn Creek; Mack Kirk Roofing Co Ltd, \*application of asbestos shingles to walls of three bldgs, RCAF Station; Pearson Construction Co Ltd, \*construction of POL concrete block bldg, RCAF Station, Sea Island. *Vernon B C*: R E Postill & Sons Ltd, \*repair of roads, Military Camp; Flor-lay Services Ltd, \*installation of underlay & linoleum flooring in lavatory rooms of eight bldgs, Military Camp; Flor-lay Services Ltd, \*installation of asphalt tile at bldg C-4, Military Camp. *Victoria B C*: Old Country Decorators Ltd, exterior painting of 24 PMQs at Work Point Barracks.

### Department of Fisheries

*Alberton P E I*: Alberton Industries Ltd, \*construction of wooden patrol boat.

### Department of Justice

*St Vincent de Paul Que*: Tolhurst Construction Ltd, extension of service lines, Leclerc Institution; J R Robillard Ltd, interior completion, Industrial Shops Bldg C-23, St Vincent de Paul Penitentiary. *Prince Albert Sask*: Shoquist Construction Ltd, construction of farm camp type "A" Bldg No F-25, Saskatchewan Penitentiary.

### National Capital Commission

*Ottawa Ont*: H J McFarland Construction Co Ltd, reconstruction of Riverside Drive from George Dunbar Bridge to Heron Road.

### National Harbours Board

*Halifax N S*: Standard Paving Maritime Ltd, paving roadway around new Central Stores Bldg.

### Post Office Department

*Ottawa Ont*: G B F Filing Systems Ltd, supply & installation of mobile steel shelving in Financial Bldg, Post Office Department, Riverside Drive.

### Projects Assisted by Federal Loan or Grant

*Langham Sask*: N S Pawliuk & Son Contracting Ltd, construction of sewage pumping station, sewage pressure main & sewage disposal lagoon. *Tugaske Sask*: Conacher Construction Ltd, construction of sewage pumping station, sewage pressure main & sewage disposal lagoon. *Whitewood Sask*: Conacher Construction Ltd, construction of sewage pumping station, sewage pressure main & sewage disposal lagoon.

### Department of Public Works

*Burlington Nfld*: Allan T White, wharf repairs. *Dark Cove Nfld*: Spracklin & Reid Ltd, construction of federal bldg. *Phillips Head Nfld*: Guy Eveleigh, construction of landing wharf. *St John's Nfld*: McNamara Construction of Newfoundland Ltd, harbour improvements, Transit Sheds Nos 1 & 2. *South Dildo Nfld*: H Drover & Co Ltd, wharf acquisition & extension. *Darnley Bridge P E I*: Edmond A Arsenault, wharf repairs. *Marble Mountain N S*: Campbell & McIsaac, wharf reconstruction. *Upper Prospect N S*: Cyril J Feeney, breakwater improvements. *Anse du Cap Que*: McMullen & Gagnon Inc, wharf repairs. *Etang des Caps Que*: Gulf Maritime Construction Ltd, construction of fishing harbour. *Grande Vallee Que*: Robert Lebreux, construction of protection works. *Havre St Pierre Que*: Oswald Richard, construction of concrete



pavement enlargement. *Portneuf Que:* Lucien Gauthier, construction of protection works. *Malbaie Que:* Ralph Hotton, construction of protection works. *Quebec Que:* Maurice Laverdiere Inc, alterations & repairs, Customs Bldg; Roger Vezina, alterations to terrace, Governor General's Quarters. *Riviere au Renard Que:* Hector Blouin, repairs to Commercial Wharf. *St Charles Sur Richelieu Que:* Armand Sicotte & Fils Ltee, construction of retaining wall. *St Denis Sur Richelieu Que:* Pavages Maska Inc, construction of retaining wall. *St Vallier Que:* Les Entreprises Jean R Denoncourt Enrg, construction of protection works. *Three Rivers Que:* Laurent Bourassa, alterations, Customs Division, federal bldg. *Cornwall Ont:* McNamara Marine Ltd, wharf construction. *Fort Erie Ont:* Barratt & Sons, alterations to federal bldg. *Harwood (Rice Lake) Ont:* Barway Marine, wharf reconstruction. *Kemptville Ont:* Angus L MacDonald Construction Ltd, construction of WSAC Bldg. *London Ont:* Mathews Conveyor Co Ltd, supply & installation of mail handling equipment, Post Office. *Oshawa Ont:* Ontario Marine & Dredging Ltd, harbour improvements (East Harbour Wharf). *Ottawa Ont:* Leslie Stratford Cut Stone & Construction Co Ltd, exterior alterations, repairs & boiler installation, East Block, Parliament Bldgs; Tippet-Richardson (Ottawa) Ltd, moving furniture, equipment, etc, from various locations to new Post Office Department Bldgs, Riverside Drive; Federal Plumbing & Heating, repairs to heating system, Centre Block, Parliament Bldgs; Presley Painting & Decorating Co Ltd, redecoration of certain areas throughout Centre Block, Parliament Bldgs; Canarctic Refrigeration Ltd, supply & installation of air conditioning unit, Privy Council Committee Room, East Block, Parliament Bldgs. *Wheatley Ont:* George L Dillon Construction Co Ltd, harbour improvements (west training wall reconstruction). *Carberry Man:* Rivers Cabinet & Builders Supplies Ltd, construction of RCMP detachment quarters. *The Pas Indian Agency Man:* Surety Construction Co Ltd, construction of two 3-bedroom staff units, Guy IRS. *Kerrobart Sask:* J & G & J Wolfe Construction Ltd, construction of Post Office bldg. *Calgary Alta:* Cardic Construction Ltd, alterations for Dept of National Health & Welfare, third floor, Customs Bldg. *Jasper National Park Alta:* W C Arnett & Co Ltd, grading, culverts, base course & seal coat, Mile 0 to Mile 11 & construction of Snoring River Bridge, Mile 8.8, Jasper-Edmonton Highway. *Peigan Indian Agency Alta:* Northgate Construction (Calgary) Ltd, construction of six classroom school & triplex. *Waterton Lakes National Park Alta:* W C Wells Construction Co Ltd, grading, culverts, base course & double seal coat, Chief Mountain Highway. *Haysport B C:* Skeena River Pile Driving Co, approach & ice shield reconstruction. *Kincolith B C:* Skeena River Pile Driving Co, float construction. *Northwest Bay B C:* Harbour Piledriving Co, breakwater renewal. *Victoria B C:* Otis Elevator Co Ltd, conversion of one passenger & one freight elevator to automatic operation, federal bldg. *Hay River N W T:* St Laurent Construction Ltd, construction of RCMP detachment quarters. *Ross River Y T:* Proctor Construction Co Ltd, construction of approximately 30 miles of Development Road. *near Watson Lake Y T:* Paul Braun's Construction Co, construction of approximately 80 miles of Nahanni Development Road.

#### Contracts Containing the General Fair Wages Clause

*Petty Harbour Nfld:* Avalon Construction & Equipment Ltd, dredging. *St John's Nfld:* CNR Nfld Dockyard, construction & supply of spud for Drillboat 401 & repair of broken spud. *Lower Sandy Point N S:* Shelburne Contracting Ltd, construction of rock talus. *Port Caledonia N S:* Municipal Ready Mix, skidway reconstruction. *South Side N S:* Shelburne Contracting Ltd, construction of beach protection. *Boyne's Cove N B:* Saint John Dredging Co Ltd, dredging. *Saint John (Courtenay Bay) N B:* Harbour Development Ltd, dredging. *St Leonard N B:* Coronet Paving Co Ltd, paving of parking area, Customs & Immigration Bldg. *Asbestos Que:* Leo Nadeau, replacement of doors & frames, federal bldg. *Nicolet River Que:* St Maurice River Dredging Reg'd, dredging. *Riviere au Tonnerre Que:* Keays Construction Inc, dredging. *Cedar Springs Ont:* Dean Construction Co, sea wall repairs. *Cobourg Ont:* Cobourg Construction, waling repairs. *Goula's Mission Ont:* G Crowe Construction, wharf repairs. *Gore's Landing Ont:* G Crowe Construction, wharf repairs. *McLean's Lake Ont:* Atkinson Machine & Marine, wharf extension. *Mill Lake Ont:* Macklaim Construction Co Ltd, construction of float. *Ottawa Ont:* A Lancot Construction Co Ltd, alterations to 601 Booth St; St Jacques Bros, roof maintenance, War Museum; Coleman Cinkent & Son Ltd, exterior painting, Postal Terminal; A P Green Firebrick Co, refractory work to various bldgs; Canarctic Refrigeration Ltd, installation of air conditioning, Trade & Commerce Bldg; A Lancot Construction Co Ltd, repairs to freight elevator, Daly



Bldg; Standard Plumbing & Heating, installation of gas mains, Horticulture Bldg, CEF; A G Reed, installation of buzzer system, Teron Bldg; Campbell Steel & Iron Works Ltd, plumbing repairs, #5 Temporary Bldg; M W Parent Construction, general alterations to Insectory Bldg, CEF; Standard Plumbing & Heating, installation of gas line, Animal Nutrition Bldg, CEF; Geo Higman & Son Ltd, exterior redecoration, "A" Bldg; The B Phillips Co Ltd, repairs to Centre Block, Parliament Bldgs; Trudel & McAdam Ltd, installation of fire escape, Neatby Bldg, CEF; J R Statham Construction Ltd, alterations to Centre Block, Parliament Bldgs; Bank & Cole Ltd, plumbing repairs, Sir Charles Tupper Bldg; Geo Higman & Son Ltd, exterior redecoration, "C" Bldg; John M McQueen, repairs to Centre Block, Parliament Bldgs; Roland Lariviere, alterations to 1st floor, Trade & Commerce Bldg; McTeer Agencies Reg'd, installation of air conditioning system, Garland Bldg; Beaudoin Construction Ltd, installation of metal partitioning, Finance Bldg Annex, Tunney's Pasture; Peter Verobej, installation of water service, Small Animal Laboratory, CEF; J H Meilleur, repairs to Confederation Bldg; Conrad Menard, improved plumbing, Hunter Bldg; The B Phillips Co Ltd, modifications to Jackson Bldg; A Bruce Benson Ltd, installation of underground water service, Agriculture Research Ground; Standard Plumbing & Heating, replacement of gas piping, Animal Laboratory, CEF; Roger Lafleur, installation of steel smokestack, Citizenship Bldg; Irving-Harding Ltd, installation of mechanical ventilation, 588 Booth St; J R Statham Construction, alterations to Citizenship Bldg. *Sturgeon Falls Ont*: T A Haig, repairs to ancillary structures. *Peterborough Ont*: Frank Ephgrave, installation of drive-in-mail receiver, federal bldg. *Toronto Ont*: H C Barker & Son, installation of wood shelving, DPW Bldg; R W H Binnie Ltd, removal of skylights, Postal Terminal "A"; R W H Binnie Ltd, replacing steel sash, DPW Bldg; Ainsworth Electric Ltd, improvement to lighting system, Arthur Meighen Bldg. *Windsor Ont*: Bartlett MacDonald & Gow Ltd, installation of venetian blinds, federal bldg. *Winnipeg Man*: B F Klassen Construction Co Ltd, alterations to Baldry Bldg; Building Mechanics Ltd, alterations to Postal Station "B". *Prince Albert Sask*: B & R Construction Ltd, replacement of second floor windows, federal bldg. *Saskatoon Sask*: MacCosham Van Lines, moving postal equipment, federal bldg. *Heriot Bay B C*: D C D Piledriving, installation of booster logs. *Stuart Island B C*: D C D Piledriving, float improvement. *Vancouver B C*: Security Storage Co Ltd, moving furniture & equipment, federal bldg. *London England*: M Andrews, redecorating of basement, Sir John A Macdonald Bldg.

### The St. Lawrence Seaway Authority

*Lachine Que*: St Lawrence Steeplejacks Co Ltd, painting of Bridge No 7, Lachine Canal. *Ville St Pierre Que*: Berwil Boiler & Steel Works Ltd, relocation of sidewalks on Bridge No 7. *St Catharines Ont*: M & T Barr of Canada, pressure grouting at Lock 8, Welland Canal.

### Department of Transport

*Camperdown N S*: Dynamic Construction Ltd, construction of emergency power house & plant. *Cape Forchu N S*: Nordbec Construction Inc, construction of reinforced concrete light tower & concrete fog alarm bldg & demolition of existing tower & fog alarm bldg. *Flint Island N S*: Insul-Lite Builders Ltd, construction of three single dwellings & concrete light tower & demolition of duplex dwelling, wooden light tower & old concrete light tower. *Moncton N B*: Rayner Construction Ltd, strengthening runway 11-29 & aircraft parking apron & connecting taxiways, Airport. *Saint John N B*: Sterling Electric Service, lighting of new taxiway from apron to button of Runway 32. *Shippegan Island N B*: Atlantic Construction Ltd, construction of double dwelling, Decca Station. *Montreal Que*: The Highway Paving Co Ltd, installation of water supply mains, meter chamber, valve chambers & associated work, International Airport; E R Chagnon & Sons Ltd, construction of street lighting facilities, Airport. *between Pointe L'Ilet & St Fulgence Que*: Marine Industries Ltd, \*dredging in Saguenay River. *Sherbrooke Que*: Accurate Electrical Contractor, installation of airport lighting facilities. *Downsview Ont*: Dynamic Construction Ltd, construction of airport lighting facilities, RCAF Station. *Kenora Ont*: E R Norman, construction of remote transmitter bldg & related work, Airport. *Lonely Island Ont*: Sheppard-McDermid Construction, construction of single dwelling & fog alarm bldg. *North Bay Ont*: M Sullivan & Son Ltd, construction of water supply & distribution mains, sewage disposal line & associated work, Airport. *Peterborough Ont*: Bermingham Construction Ltd, reconstruction of

west entrance wall, Lock 19, Trent Canal. *Sault Ste Marie Ont*: The Foundation Co of Canada Ltd, construction of combined maintenance garage & airport services bldg; H D Short Ltd, construction of electrical power facilities, Airport. *Winnipeg Man*: Plains City Electric, installation of LI lighting, Approach No 25, & MI lighting to replace taxiway lighting to Runway #36, International Airport. *Edmonton Alta*: Arthur A Voice Construction Co Ltd, development of drainage system in Terminal Area, International Airport. *Peace River Alta*: Northwest Electric, construction of airport lighting facilities including MI runway & taxiway lighting & LI lighting on two approaches. *Rocky Mountain House Alta*: McRae & Associates Construction Ltd, construction of single dwelling & double garage & related work. *Langara Island B C*: J H Todd & Sons Ltd, construction of two single dwellings & demolition of existing duplex dwelling & woodshed. *Penticton B C*: Kenyon & Co Ltd, renewal of water system, Airport. *Prince Rupert B C*: Granby Construction & Equipment Ltd, development of instrument exposure site & construction of hydrogen storage & balloon filling shed, Airport. *Whitehorse Y T*: General Enterprises Ltd, relocating nine dwellings & related services, Airport.

## Recent Regulations *(Continued from page 944)*

### British Columbia Hours of Work Act

The British Columbia Board of Industrial Relations has granted the fresh fruit and vegetable industry its usual seasonal exemption from the operation of the Hours of Work Act, thereby permitting employees in this industry to work longer hours during the period June 1 to November 30, inclusive.

The regulation was gazetted July 13 as B.C. Reg. 100/61.

### Saskatchewan Hours of Work Act and Weekly Half-Holiday Act

In Saskatchewan, a conditional exemption from the Hours of Work Act for employees in the beauty culture trade in the city of Saskatoon and a five-mile radius was approved by O.C. 1211/61 and gazetted July 7. It provides that no em-

ployer in this area may require or permit a beauty parlour employee to work more than nine hours in a day, five days in any week or forty-four hours in any week in which no public holiday mentioned in the Minimum Wage Act occurs unless he pays him time and one-half his regular rate. The order further provides that in a week in which one of the eight public holidays mentioned in the Minimum Wage Act occurs, an employee must be paid the overtime rate after nine hours in a day, four days in the week, or 36 hours in the week.

In line with this change, another order was issued under the Weekly Half-Holiday Act (O.C. 1212/61) exempting beauty parlours in Saskatoon and a five-mile radius from the provision requiring shops in cities with a population of 7,000 or more to close every Wednesday afternoon during the period April 1 to August 31 each year.

## Decisions of Umpire *(Continued from page 949)*

By using his ability and skill as a bowler to provide the main attraction in a sponsored program, the claimant, needless to say, could not render services to someone and this is all the more true that he undertook to bowl during the program in question by virtue of a contract.

By agreeing to bowl, when he was asked to do so, under conditions he was perfectly aware of in advance, the claimant at the same time became party to a contract under which he undertook to use his skill and ability as a bowler to the advantage and benefit that the other party expected to derive from this kind of activity on his part. In addition, the other party undertook to give him a definite remuneration of

at least \$25.00 for his services, apart from the travelling expenses. The additional amounts he received may, in reality, have been gratuities, but the conditions under which they were to be paid the claimant were clearly and indubitably part of his contract and, as the said gratuities did not come under the category of those for which exception is made under paragraph (f) of subsection (2) of section 72 of the Act, they must, in my opinion, be considered, in the same way as the definite remuneration of \$25.00, as earnings within the meaning of the Act and Regulations.

For all these reasons, I decide to reverse the decision of the board of referees and to allow the insurance officer's appeal.

# PRICES AND THE COST OF LIVING

## Consumer Price Index, August 1961

The consumer price index (1949=100) increased a fractional 0.1 per cent, to 129.1 from 129.0, between the beginning of July and August. Increases in the food, transportation, recreation and reading, and tobacco and alcohol components more than balanced decreases in the clothing, and health and personal care components. The housing component was unchanged.

It was the first increase since March, when the index rose to 129.1 from 128.9. It was unchanged in April, dropped to 129.0 in May, and stayed there until the latest rise. In August 1960 it stood at 128.6.\*

The food index rose 0.3 per cent to 125.3 from 124.9, as a result of price increases for bread combined with higher prices, some seasonally, for eggs, some fresh and canned fruits, coffee, powdered skim milk, pork and some beef cuts. Lower prices were reported for most fresh vegetables, particularly potatoes and tomatoes, and for oranges, bananas, weiners, turkey and some cuts of beef.

The housing index was unchanged at 132.9. A fractional upward movement occurred in the household operation component but the shelter component was unchanged. In household operation, higher prices for fuel, floor coverings, textiles and household supplies offset sale prices for furniture and power lawnmowers. In shelter, the rent index declined as a result of lower prices for tenant repairs, while the home-ownership index increased because of higher property taxes.

The slight decline of 0.1 per cent in the clothing index, to 112.1 from 112.2, resulted largely from sale prices in women's wear, notably cotton street dresses. Scattered price movements were offsetting in men's and children's wear. Footwear prices were unchanged, piece goods declined fractionally.

The transportation index increased 0.2 per cent to 139.0 from 138.7 as a result of higher gasoline prices in the automobile operation component.

The health and personal care index declined 0.3 per cent to 154.6 from 155.1 as a result of a decrease in the health care component. Lower prices for prescriptions

and vitamins in the pharmaceutical index outweighed price increases for other items in this group. The personal care component was unchanged, as higher prices for shaving cream, toothbrushes and face powder were balanced by lower prices for toothpaste and cleaning tissues.

The recreation and reading index rose 0.3 per cent to 145.4 from 145.0. The reading index was unchanged, but the recreation index rose as a result of higher prices for admissions to professional football games in eastern and western Canada.

The tobacco and alcohol index rose 0.3 per cent to 116.1 from 115.8, with higher prices in both components.

## City Consumer Price Indexes, July 1961

Consumer price indexes (1949=100) between June and July 1961 rose in six of the ten regional cities, declined slightly in two, and remained steady in two.\* Increases ranged from 0.1 per cent in Ottawa to 0.4 per cent in Saskatoon-Regina. The St. John's and Vancouver indexes declined 0.1 per cent and 0.2 per cent respectively.

Food indexes for two cities remained constant but rose in all others; increases ranged from 0.2 per cent in Halifax to 1.7 per cent in Saskatoon-Regina. Shelter indexes were unchanged in four cities, higher in three and lower in three. Clothing indexes declined in seven of the regional cities and remained steady in the other three. Household operation indexes rose in two cities and declined in the other eight. Other commodities and services indexes were down in nine of the cities and unchanged in the other one.

Regional consumer price index point changes between June and July were as follows: Saskatoon-Regina +0.5 to 125.2; Toronto +0.3 to 130.5; Montreal +0.2 to 128.5; Winnipeg +0.2 to 126.9; Edmonton-Calgary +0.2 to 124.4; Ottawa +0.1 to 129.1; Vancouver -0.2 to 128.2; St. John's -0.1 to 116.9†. Halifax and Saint John remained unchanged at 127.8 and 129.7 respectively.

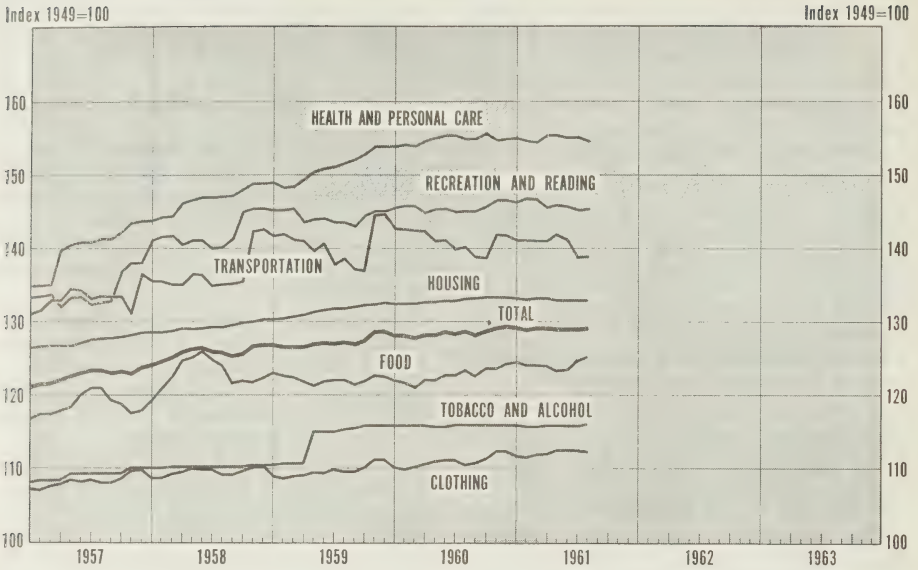
\*See Table F-2 at back of book.

†On base June 1951=100.

\*See Table F-1 at back of book.



## CONSUMER PRICE INDEX



### Wholesale Price Index, June 1961

Canada's general wholesale price index (1935-39=100) stood at 231.4 in June, practically unchanged from the May index of 231.3, and 0.4 per cent lower than the June 1960 index of 232.4. Four major group indexes increased in June, while three declined. The non-metallic minerals group index remained unchanged at 183.8.

The non-ferrous metals group index advanced 0.4 per cent in June to 179.0; the animal products index rose 0.3 per cent to 251.5; the wood products group edged upwards to 302.4; and the iron products group index reached 259.3.

The three major group indexes that decreased in the month were: textile products, from 234.4 to 234.1; vegetable products, from 200.2 to 200.1; and chemical products, from 187.8 to 187.6.

### U.S. Consumer Price Index, July 1961

The United States consumer price index (1947-49=100) rose 0.4 per cent in July, from 127.6 to 128.1, reaching an all-time high for the second successive month. Principal cause of the rise was higher food prices.

The index has remained virtually steady since last autumn, fluctuating between 127.3 and 127.5 from October 1960 to May 1961. In July 1960 it was 126.6.

### U.K. Index of Retail Prices, June 1961

The United Kingdom index of retail prices (Jan. 17, 1956=100) rose one full point between May and June, from 113.6 to 114.6, an all-time high. In June 1960 the index was 110.9, and the average for all 1960 was 110.7.

# Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making applications to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

List No. 155

## Arbitration, Industrial

1. NATIONAL ASSOCIATION OF MANUFACTURERS OF THE UNITED STATES OF AMERICA. INDUSTRIAL RELATIONS DIVISION. *A Study of Compulsory Arbitration in Six Foreign Countries, with Implications for the United States*. New York, 1960. Pp. 27.

A brief look at compulsory arbitration, in Australia, New Zealand, Great Britain, Denmark, Sweden, and Norway.

2. UPDEGRAFF, CLARENCE MILTON. *Arbitration of Labor Disputes*, by Clarence M. Updegraff and Whitley P. McCoy. 2d ed., by Clarence M. Updegraff. Washington, BNA inc., c1961. Pp. 321.

Partial Contents: General Nature of Arbitration—Backgrounds. Summary of Labor Laws and Policy. Selection of Arbitrators—their Qualifications, Jurisdictions, and Compensation. The Agreement to arbitrate and the Submission. Arbitration and Various Areas of Employment. The Legal Rules of Evidence—Their Function in Relation to Arbitration. Procedure. Awards and their Enforcement. Observations concerning Several of the Types of Disputes Commonly arbitrated. Enforcement of Contracts to arbitrate.

## Canada at Work Broadcasts

The following five talks were sponsored and published by the Federal Department of Labour in Ottawa in 1961.

3. BISHOP, HAZELDINE. *What does old age mean to you?* Pp. 4.

The Speaker is Executive Assistant, Older Persons Section of the Montreal Council of Social Agencies. She talked about some of the problems facing older people.

4. BLACKBURN, GEORGE G. *Commonwealth Technical Training Week in Canada*. Pp. 4.

The Director of the Information Branch of the Federal Department of Labour spoke on the purpose of having a Commonwealth Technical Training Week held from May 29 to June 4 this year.

5. CANADA. DEPARTMENT OF LABOUR. *Don't burn Our Forests*. Pp. 4.

A talk about the dangers of forest fires.

6. CARVER, HUMPHREY. *Housing for Older People*. Pp. 4.

The speaker is with the Central Mortgage and Housing Corporation in Ottawa. He talked about housing and community planning for older people.

7. GORMLEY, PAUL. *Highway Safety*. Pp. 4.

The speaker is Director of Public Relations, Canadian Highway Safety Council in Ottawa. He suggests some ways of keeping cars in good condition.

## Employment Management

8. INDUSTRIAL WELFARE SOCIETY. *Legal Problems of Employment*. [3d ed.] London, 1960. Pp. 92.

The book consists of 204 questions and answers on British industrial establishment problems of a legal nature. Some of the topics covered include: absenteeism, accidents, canteens, deductions from pay, employment conditions, employer's liability, medical and health services, search of employees, termination of employment, wages, and work rules.

9. LOEN, ERNEST L. *Personnel Management Guides for Small Business*. Washington, GPO, 1961. Pp. 52.

Tells "(1) how to recruit potential employees, (2) how to train selected recruits to do their jobs efficiently, (3) how to pay them for the work that they perform, (4) how to set up a workplace environment that will keep them happy in their work, and (5) how to deal with them as a group if they are unionized."

10. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Following up Attitude Survey Findings*, by Stephen Habbe. New York, 1961. Pp. 75.

Points out that an attitude survey is "the only medium that enables all the employees to express themselves on many subjects at approximately the same time." Discusses the reasons for working an attitude survey and the follow-up, and presents several case studies.

11. ONTARIO. LEGISLATIVE ASSEMBLY. SPECIAL COMMITTEE ON PORTABLE PENSIONS. [Meeting of the Special Committee of the House on Portable Pensions held in. . . Parliament Buildings, Toronto, Ontario, Wednesday, February 15th, 1961] Toronto, Angus, Stonehouse & Co. Ltd., Official Reporters, 1961. Pp. 127.

R. J. Boyer, chairman.

A discussion of the report of the Committee on Portable Pensions set up by the Government of Ontario. One of the consultants appearing was Dr. Robert M. Clark.

## Industrial Disputes

12. ANTON, FRANK ROBERT. *Government Supervised Strike Votes. A Study prepared for the Department of Labour, Ottawa under the University Research Program.* Toronto. CCH Canadian Ltd., 1961. Pp. 190.

Partial Contents: Federal Strike Vote Experience in Canada and the United States during World War II. Labour Legislation in Alberta. Supervised Voting Provisions in the Alberta Labour Act. Supervised Strike Voting in British Columbia. Strike Vote Procedures of Local Unions. Compulsory Strike Vote Legislation. General Issues involved in Supervised Strike Voting.

13. INDIAN NATIONAL TRADE UNION CONGRESS. *Central Government Employees Strike in Retrospect.* New Delhi, 1960. Pp. 12.

A report of a general strike by a section of the employees of the Central Government of India in July 1960, allegedly sponsored by the the Communists.

## Labour Laws and Legislation

14. CITRINE, NORMAN ARTHUR. *Trade Union Law.* 2d ed. With a foreword by the Right Hon. Viscount Kilmuir. London, Stevens and Sons Ltd., 1960. Pp. 656.

Contains a brief history of trade union law in Great Britain with a discussion on two legal doctrines: restraint of trade and conspiracy, but the major part of the book consists of a commentary on the trade union acts. The author attempts to deal with every facet of the law relating to trade unions in Great Britain.

15. CULLEN DONALD EUGENE. *Minimum Wage Laws.* Ithaca, New York State School of Industrial and Labor Relations, Cornell University 1961. Pp. 58.

A review of the conflicting points of view on the minimum wage issue in the U.S., including an examination of Federal and state legislation. Also studies the New York State law which combines the features characteristic of most other state laws.

16. SHAFI, MOHAMMAD, Ed. *Labour Law Cases, 1959-60.* Citation: L.L.C.1959-60. S.C., 25; etc. Karachi, Bureau of Labour Publications, 1961. Pp. 344.

"Decisions of the Supreme Court, High Courts, and Industrial Courts in Pakistan during 1959 and 1960 under the Industrial Disputes Ordinance, Payment of Wages Act, Workmen's Compensation Act, etc."

17. SYKES, EDWARD IRVING. *The Employer, the Employee and the Law.* Sydney, Law Book Co. of Australasia Pty Ltd., 1960. Pp. 136.

Partial Contents: The Reception of English Law in Australia and the Federal System. The Sources of Industrial Law in Australia. The Australian System—State and Federal. The Topics of Industrial Law and the Courts Available. Contracts and the Contract of Service.

The Employment Relationship and the Criminal Law. Certain Facts about Torts, Equity and the Injunction. Trade Unions.

16. SYKES EDWARD IRVING. *Strike Law in Australia.* Sydney, Law Book Co. of Australasia Pty Ltd., 1960. Pp. 289.

Partial Contents: The Nature of the Pressures employed. The Legal Meaning of "Strike" and "Lock-Out". The Controls of the Criminal Law. The Controls of the Civil Law—the Tort Action for Damages and the Equity Injunction. The Controls of the Arbitration Tribunals. Liability of Trade Unions.

## Labour Organization

19. CLEGG, HUGH ARMSTRONG. *Trade Union Officers; a Study of Full-Time Officers, Branch Secretaries and Shop Stewards in British Trade Unions,* by H. A. Clegg, A. J. Killick and Rex Adams. Oxford, Basil Blackwell, 1961. Pp. 273.

This study is based on a survey of 18 national unions, on local inquiries, and on returns from a questionnaire distributed nationally. The book points out some problems which face trade union officers in the administration of their unions and suggests that "it is possible to seek for solutions [to the problems] by comparing the practices, rules and experience of one union with another."

20. GALENSON, WALTER. *Trade Union Democracy in Western Europe.* Berkeley, University of California Press 1961. Pp. [97]

Provides a summary survey of the trade union situation in Italy, France, Belgium, Holland, Austria, Great Britain, Denmark, Norway and Sweden.

21. GLASS BOTTLE BLOWERS' ASSOCIATION OF THE UNITED STATES AND CANADA. *Flame and Heart; A History of the Glass Bottle Blowers' Association of the United States and Canada* [by] Lee W. Minton [international president. Washington, Merkle Press, 1961] Pp. 151.

22. TEXTILE WORKERS UNION OF AMERICA.. 'Almost unbelievable'. *The Story of an Industry, a Union and a Law.* New York, 1961. Pp. [77].

The story of the attempts of the Textile Workers Union of America to organize textile workers in the Southern United States.

23. ULMAN, LLOYD. *American Trade Unionism—Past and Present: 1. The Development of Trades and Labor Unions. 2. Unionism and Collective Bargaining in the Modern Period.* Berkeley, Institute of Industrial Relations, University of California, 1961. Pp. 366-482.

## Labouring Classes

24. BERNSTEIN, IRVING. *The Lean Years; a History of the American Worker, 1920-1933.* Boston, Houghton Mifflin, 1960. Pp. 577.



"... This book is about the worker in American society at a particular stage of its development." The author deals with the condition of organized and unorganized workers; the policies of employers and the courts; unemployment in the depression; the activities of the Hoover Administration during the period of mass unemployment; the beginning of a national relief program; the antiinjunction legislation; and, the emergence of a social reform movement culminating in the New Deal.

25. KENNEDY, VAN DUSEN. *Labour and Indian Development*. Berkeley, Institute of Industrial Relations, University of California, 1960. Pp. 7.

A brief discussion of industrial relations in India.

26. POLLARD, SIDNEY. *A History of Labour in Sheffield*. Liverpool, Liverpool University Press, 1959. Pp. 372.

A history of labouring classes in Sheffield, England, from 1850 to 1939.

### Older Workers

27. BUREAU OF NATIONAL AFFAIRS, WASHINGTON, D.C. *Retirement Policies*. Washington, c1960. Pp. 13.

Partial Contents: Pension & Profit-Sharing Plans. Retirement Age. Preparing Employees for Retirement. Services & Benefits for Retired Employees.

28. U.S. CIVIL SERVICE COMMISSION. *The Older Worker in the Federal Service*. Prepared for the White House Conference on Aging. Washington, GPO, 1961. Pp. 19.

Publication of this report sponsored by U.S. Federal Council on Aging.

### Productivity

29. CONFERENCE ON RESEARCH IN INCOME AND WEALTH. *Output, Input, and Productivity Measurement*. Princeton, Princeton University Press, 1961. Pp. 506.

30. SALTER, WILFRED EDWARD GRAHAM. *Productivity and Technical Change*. Cambridge [Eng.] University Press, 1960. Pp. 198.

Contains a "theoretical analysis of the relationships between movements of productivity, prices, costs, wages and investment in industries experiencing a continuous flow of new techniques." Also examines the relationships between movements of productivity, prices, costs, etc. in a number of British and American industries.

### Unemployment

31. NATIONAL PLANNING ASSOCIATION. *A Joint Statement on the Rise of Chronic Unemployment*. Washington, 1961. Pp. 45.

States that chronic unemployment "results from inadequate growth, technological developments, changes in locational factors of production, changes in the international economic

structure, and from discrimination against age and racial groups practised by some employers and in some cases by unions."

32. U.S. ASSISTANT SECRETARY OF DEFENSE (SUPPLY AND LOGISTICS). *Defense Procurement in Labor Surplus Areas; Information on the Army, Navy, and Air Force Programs on Behalf of Labor Surplus Areas as related to Military Procurement, and Steps that should be taken by Business Concerns in Areas of Substantial Labor Surplus in seeking to participate in Defense Procurement either as Prime Contractors or Subcontractors*. Washington, GPO, 1958. Pp. 18.

33. U.S. LIBRARY OF CONGRESS. LEGISLATIVE REFERENCE SERVICE. *Federal Assistance to Labor Surplus Areas; a Report prepared at the Request of the Chairman of the Committee on Banking and Currency, United States House of Representatives, 85th Congress, 1st Session*, by Sar A. Levitan. Legislative Reference Service of the Library of Congress. Washington, GPO, 1957. Pp. 89.

### Workmen's Compensation

34. ALBERTA. WORKMEN'S COMPENSATION BOARD. *Forty-third Annual Report for the Year ended December 31, 1960*. Edmonton, 1961. Pp. 39.

35. ONTARIO. WORKMEN'S COMPENSATION BOARD. *Annual Report, 1960*. Toronto, Queen's Printer, 1961. Pp. 106.

### Miscellaneous

36. EUROPEAN PRODUCTIVITY AGENCY. *Better Buying through Consumer Information* [by] Jean Meynaud. Project 6/03G. [Paris] OEEC [1961] Pp. 136.

37. LABOUR RESEARCH DEPARTMENT. *Who owns the Press? After the Shut Downs and Mergers*. London, 1961. Pp. 19.

A brief look at the large newspaper chains in Great Britain.

38. MEDICAL SOCIETY OF THE DISTRICT OF COLUMBIA. COUNCIL ON REHABILITATION. *Report*. [Project No. 73] Washington, 1960. Pp. 226.

Contents: Pt. 1. Rehabilitation. Washington Metropolitan Area, Present Pattern—Problems and Needs, A Frame of Reference for Community Planning. Pt. 2. Physician Survey. Physicians in the Washington Metropolitan Area indicate their Views on Community Needs and Resources in Patient Care and Rehabilitation.

39. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Pricing: Policies and Practices*, by Jules Backman. New York, 1961. Pp. 143.

"... Examines... the pricing techniques of companies in many different industries."

40. NORTH ATLANTIC TREATY ORGANIZATION. *The North Atlantic Treaty Organization*. 9th ed. Paris, 1961. Pp. 96.

Contains a brief history of NATO, its structure, activities and achievements.

41. SIMLER, NORMAN JAMES. *The Impact of Unionism on Wage-Income Ratios in the*

*Manufacturing Sector of the Economy*. Minneapolis, University of Minnesota Press, 1961. Pp. 71.

"The principal aim of this study is to examine the assertion that the growth of unionism since the 1930's has been associated with an increase in the relative income share of labor."

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## New Dates for Broadcast Series on Older Workers

Since the announcement in last month's issue (p. 826) of the six-week series of radio broadcasts on various aspects of the older worker problem, it has become necessary to delay the series one week. Some changes have also been made in the order of appearance of the participants.

The series is now scheduled to run from the week beginning October 1 to the end of the week beginning November 5.

The opening broadcast will now be a talk by Miss Marion Royce, Director, Women's Bureau, Department of Labour, Ottawa. Her subject will be "The Older Woman and the Working World." It is expected that Miss Royce will describe some of the problems that mature women encounter in trying to enter or re-enter the working world. This talk should be of particular interest to women, but will also contain many items of value to male employers and employees.

On the broadcast during the week beginning October 8, A. Andras, Director of Legislation, Canadian Labour Congress, will speak on "Retirement Practices and Their Implications." It is expected that Mr. Andras will help to bring wider understanding of the complex problems that arise in connection with the establishment of retirement policies.

The broadcast during the week beginning October 15 will be by James L. Clare, until recently a Professor of Actuarial Mathematics at the University of Manitoba and

now an Actuarial Consultant, who will discuss the perplexities of pension plans. He will deal with the question: "Do you support your pension plan—or does your pension plan work for you?"

On the program during the week beginning October 22, D. K. Grant, M.D., Director of Medical Services, Ontario Hydro-Electric Power Commission, Toronto, will discuss "Occupational Medicine and the Older Worker." It is expected that Dr. Grant will describe some of the methods that can be used in industry to maintain the health of its workers, with particular reference to the effects of occupational medicine on mature workers.

The broadcast scheduled for the week beginning October 29 will be by A. F. MacArthur, Commissioner, Unemployment Insurance Commission, who will talk on the subject of "Finding Jobs for Older Workers." It is expected that Mr. MacArthur will describe the role of the National Employment Service in assisting mature job applicants to overcome age barriers.

Hon. Michael Starr, Minister of Labour, Ottawa, will close the series during the week beginning November 5 by discussing "The Older Worker and the Community".

Coming issues of the LABOUR GAZETTE will summarize some of the points brought out by the various speakers.

A list of the radio stations carrying the series may be obtained from the Information Branch, Department of Labour, Ottawa.

# LABOUR STATISTICS

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## A—Labour Force

**TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED JULY 22, 1961**

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Canada	Atlantic Region	Quebec	Ontario	Prairie Region	British Columbia
The Labour Force.....	6,743	629	1,855	2,457	1,195	607
Men.....	4,972	474	1,395	1,772	879	452
Women.....	1,771	155	460	685	316	155
14—19 years.....	823	98	254	259	152	60
20—24 years.....	855	90	275	280	145	65
25—44 years.....	2,951	246	818	1,107	504	276
45—64 years.....	1,888	171	460	726	344	187
65 years and over.....	226	24	48	85	50	19
Employed.....	6,389	586	1,733	2,345	1,158	567
Men.....	4,681	437	1,295	1,681	849	419
Women.....	1,708	149	438	664	309	148
Agricultural.....	792	67	157	200	335	33
Non-Agricultural.....	5,597	519	1,576	2,145	823	534
Paid Workers.....	5,130	461	1,428	2,000	762	479
Men.....	3,612	329	1,030	1,393	514	346
Women.....	1,518	132	398	607	248	133
Unemployed.....	354	43	122	112	37	40
Men.....	291	37	100	91	30	33
Women.....	63	*	22	21	*	*
Persons Not in the Labour Force.....	5,280	582	1,568	1,762	859	509
Men.....	1,015	130	295	310	165	115
Women.....	4,265	452	1,273	1,452	694	394

\* Less than 10,000.



**TABLE A-2—UNEMPLOYED**

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	July 1961	June 1961	July 1960
Total unemployed.....	354	370	330
On temporary layoff up to 30 days.....	21	16	19
Without work and seeking work.....	333	354	311
Seeking full-time work.....	310	332	290
Seeking part-time work.....	23	22	21
Seeking under 1 month.....	104	86	110
Seeking 1—3 months.....	100	101	102
Seeking 4—6 months.....	49	72	42
Seeking more than 6 months.....	80	95	57

## B—Labour Income

**TABLE B-1—ESTIMATES OF LABOUR INCOME**

NOTE: All figures in this table except those for 1956 have been revised. Monthly and quarterly figures may not add to annual totals because of rounding.

( \$ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Total			Quarterly Totals <sup>(1)</sup>						
	Mining	Manu- facturing	Trans- portation, Storage and Communi- cation <sup>(2)</sup>	Forestry	Construc- tion	Public Utilities	Trade	Finance Services (including Govern- ment)	Supple- men- tary Labour income	Totals <sup>(3)</sup>
1956—Total....	498	4,586	1,560	371	1,210	239	2,069	3,546	617	14,890
1957—Total....	535	4,838	1,661	336	1,311	277	2,265	3,920	683	16,018
1958—Total....	527	4,828	1,677	270	1,329	298	2,359	4,295	739	16,524
1959—Total....	552	5,103	1,773	288	1,472	316	2,528	4,705	819	17,761
1960—Total....	551	5,200	1,779	326	1,472	327	2,641	5,095	916	18,514
1960—										
June.....	46.7	443.3	152.4	.....	.....	.....	.....	.....	.....	1,590.2
July.....	46.3	435.3	155.0	.....	.....	.....	.....	.....	.....	1,578.9
August.....	46.7	437.9	154.4	88.5	446.7	84.7	663.5	1,282.7	232.9	1,592.3
September.....	46.9	442.0	153.2	.....	.....	.....	.....	.....	.....	1,620.7
October.....	45.7	437.5	151.2	.....	.....	.....	.....	.....	.....	1,599.8
November.....	45.4	432.3	148.5	91.6	369.9	82.6	685.4	1,319.2	235.5	1,573.7
December.....	44.3	422.6	144.7	.....	.....	.....	.....	.....	.....	1,529.4
1961—										
January.....	44.2	420.0	140.5	.....	.....	.....	.....	.....	.....	1,494.3
February.....	44.4	424.4	142.0	62.1	278.7	81.8	656.5	1,327.4	235.7	1,502.3
March.....	44.5	427.1	142.5	.....	.....	.....	.....	.....	.....	1,510.1
April.....	43.2	431.5	145.4	.....	.....	.....	.....	.....	.....	1,536.2
May*.....	45.7	443.1	151.2	62.4	354.9	84.5	679.2	1,381.1	242.3	1,592.7
June†.....	46.2	457.9	162.7	.....	.....	.....	.....	.....	.....	1,656.6

<sup>(1)</sup> Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

<sup>(2)</sup> Includes post office wages and salaries.

<sup>(3)</sup> Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

\*Revised.

†Preliminary.

## C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—at June 1961 employers in the principal non-agricultural industries reported a total employment of 2,867,729. Tables C-4 (every second month) and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage earners in the reporting firms.

**TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES**

(1949 = 100)      (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Year and Month	Industrial Composite				Manufacturing			
	Index Numbers (1949=100) <sup>(1)</sup>				Index Numbers (1949=100)			
	Employment	Aggregate Payrolls	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries	Employment	Aggregate Payrolls	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries
				\$				\$
<b>Averages</b>								
1955.....	112.9	161.2	142.1	61.05	109.8	159.5	144.4	63.48
1956.....	120.7	182.0	150.0	64.44	115.8	176.8	151.7	66.71
1957.....	122.6	194.7	158.1	67.93	115.8	185.3	159.1	69.94
1958.....	117.9	194.1	163.9	70.43	109.8	182.7	165.3	72.67
1959.....	119.7	205.7	171.0	73.47	111.1	193.3	172.5	75.84
<b>1960</b>								
June.....	122.8	217.7	176.1	75.67	112.1	201.8	177.8	78.16
July.....	121.9	217.8	177.6	76.28	110.2	198.4	177.8	78.18
August.....	123.1	291.0	176.8	75.94	111.7	199.7	176.5	77.62
September.....	123.1	220.7	178.2	76.55	111.6	201.6	178.2	78.37
October.....	121.5	218.2	178.3	76.60	109.6	199.4	179.6	78.95
November.....	119.7	214.5	177.9	76.43	108.1	197.2	180.0	79.16
December.....	114.8	202.4	175.0	75.18	104.1	187.0	177.2	77.92
<b>1961</b>								
January.....	111.6	201.4	179.2	77.00	104.3	191.6	181.1	79.65
February.....	111.0	202.5	181.1	77.80	104.6	193.5	182.5	80.24
March.....	111.1	202.3	180.7	77.64	104.9	194.4	182.8	80.36
April.....	112.6	206.3	181.8	78.12	105.4	196.7	184.1	80.95
May*.....	117.2	214.6	181.6	78.00	108.4	201.8	183.6	80.72
June†.....	121.0	223.2	182.9	78.59	111.0	208.0	184.8	81.27

<sup>(1)</sup>Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

\* Revised.

† Preliminary.

**TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES**

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	May 1961	Apr. 1961	May 1960	May 1961	Apr. 1961	May 1960
<b>Provinces</b>				\$	\$	\$
Newfoundland.....	117.0	107.0	121.8	71.76	70.69	66.42
Prince Edward Island.....	131.9	111.2	131.8	56.39	59.29	55.65
Nova Scotia.....	96.0	86.4	97.4	64.03	63.97	62.21
New Brunswick.....	99.1	88.7	99.1	61.45	64.55	61.18
Quebec.....	116.4	112.3	117.8	75.22	75.60	72.39
Ontario.....	118.1	115.1	119.9	81.19	80.80	78.37
Manitoba.....	109.8	105.1	111.3	72.86	72.78	71.21
Saskatchewan.....	123.2	116.8	128.8	73.68	73.38	71.41
Alberta (including Northwest Territories).....	153.4	143.9	154.0	79.73	79.41	76.76
British Columbia (including Yukon).....	112.0	108.8	116.4	85.33	86.03	82.86
<b>Canada.....</b>	<b>116.9</b>	<b>112.6</b>	<b>118.9</b>	<b>77.99</b>	<b>78.12</b>	<b>75.36</b>
<b>Urban Areas</b>						
St. John's.....	127.0	117.7	133.0	59.29	57.09	54.45
Sydney.....	88.7	74.2	85.7	76.51	75.10	76.36
Halifax.....	121.2	113.3	115.2	63.56	64.12	61.62
Moncton.....	102.5	99.2	97.8	60.23	60.06	60.11
Saint John.....	101.5	95.4	101.1	60.60	62.47	60.15
Chicoutimi—Jonquiere.....	110.4	107.9	118.8	95.10	97.78	86.33
Quebec.....	113.3	108.5	112.1	67.51	66.74	63.06
Sherbrooke.....	98.6	97.3	100.5	64.97	64.21	60.85
Shawinigan.....	104.5	101.5	105.2	85.01	86.06	81.58
Three Rivers.....	111.1	108.5	115.7	72.89	73.28	68.20
Drummondville.....	74.9	75.0	74.8	63.10	63.49	59.99
Montreal.....	122.8	121.7	123.7	77.11	76.85	74.53
Ottawa—Hull.....	127.2	122.1	125.2	72.33	72.87	69.49
Kingston.....	121.2	116.7	111.9	76.91	76.74	75.15
Peterborough.....	90.4	88.7	98.2	86.88	85.01	83.65
Oshawa.....	175.3	172.2	186.7	90.43	90.44	91.01
Toronto.....	130.4	128.7	129.9	81.69	81.41	78.76
Hamilton.....	108.2	105.9	114.5	86.66	86.77	83.07
St. Catharines.....	106.7	105.1	110.4	89.05	88.96	83.95
Niagara Falls.....	98.9	92.3	100.6	81.02	83.24	77.30
Brantford.....	82.4	82.2	83.1	74.99	75.11	71.92
Guelph.....	119.6	115.8	121.6	72.41	71.29	69.52
Galt.....	105.4	105.2	115.8	70.52	69.65	67.16
Kitchener.....	121.1	117.0	121.0	73.32	73.33	71.90
Sudbury.....	146.5	146.1	144.7	90.82	91.55	88.44
Timmins.....	91.5	90.5	94.1	70.90	71.18	68.89
London.....	128.1	125.1	124.6	74.09	74.03	71.86
Sarnia.....	126.2	123.0	126.1	92.04	100.26	95.91
Windsor.....	74.4	72.7	79.1	88.32	87.17	87.39
Sault Ste. Marie.....	140.0	135.2	143.2	104.49	99.46	93.14
Ft. William—Pt. Arthur.....	110.2	105.0	109.2	80.47	80.93	77.57
Winnipeg.....	110.7	107.4	111.7	70.14	70.23	68.21
Regina.....	132.7	129.6	133.8	72.23	72.00	68.63
Saskatoon.....	143.4	134.3	139.4	69.18	69.68	67.52
Edmonton.....	187.0	177.9	186.4	74.56	74.07	71.83
Calgary.....	172.2	166.7	170.8	75.77	75.86	72.97
Vancouver.....	111.0	109.3	115.0	83.75	84.35	81.23
Victoria.....	107.0	104.8	111.1	76.85	78.07	74.11



**TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES**

(1949 = 100) (The latest figures are subject to revision)

Source: Employment and Payrolls D.B.S.

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	May 1961	Apr. 1961	May 1960	May 1961	Apr. 1961	May 1960
				\$	\$	\$
<b>Mining</b> .....	<b>117.3</b>	<b>111.8</b>	<b>118.0</b>	<b>95.80</b>	<b>95.16</b>	<b>93.86</b>
Metal mining.....	132.4	130.3	137.9	98.32	96.35	95.65
Gold.....	71.8	70.7	74.0	79.51	77.56	76.65
Other metal.....	188.9	185.9	197.5	104.98	103.01	102.29
Fuels.....	85.7	76.5	81.8	95.38	96.54	95.59
Coal.....	45.8	37.5	40.9	74.22	71.35	74.34
Oil and natural gas.....	257.4	244.7	258.1	111.60	113.14	110.08
Non-metal.....	141.1	131.0	133.9	85.87	87.46	82.41
<b>Manufacturing</b> .....	<b>108.3</b>	<b>105.4</b>	<b>110.6</b>	<b>80.70</b>	<b>80.95</b>	<b>77.80</b>
Durable goods.....	110.8	107.5	116.1	86.88	86.90	83.47
Non-durable goods.....	106.1	103.6	106.0	75.29	75.77	72.57
Food and beverages.....	111.7	104.5	113.1	72.00	72.72	70.21
Meat products.....	134.8	128.7	137.2	82.55	80.97	79.37
Canned and preserved fruits and vegetables.....	82.2	71.1	84.8	64.47	68.55	62.63
Grain mill products.....	102.0	98.9	103.7	79.05	78.37	75.38
Bread and other bakery products.....	110.1	107.6	112.2	68.14	66.59	67.07
Distilled and malt liquors.....	100.9	97.0	103.8	96.37	96.09	94.18
Tobacco and tobacco products.....	78.7	77.9	78.0	82.27	80.87	78.49
Rubber products.....	96.9	96.0	102.5	82.29	82.27	79.30
Leather products.....	86.2	85.6	80.5	53.85	53.89	48.83
Boots and shoes (except rubber).....	92.7	91.9	86.9	51.00	50.95	46.34
Textile products (except clothing).....	77.5	76.7	77.7	63.82	64.14	61.88
Cotton yarn and broad woven goods.....	70.2	69.8	70.2	59.57	60.81	57.91
Woolen goods.....	60.9	59.5	61.0	60.89	60.43	58.23
Synthetic textiles and silk.....	82.4	81.8	83.5	71.20	70.11	68.78
Clothing (textile and fur).....	88.4	89.1	88.0	49.25	50.25	46.96
Men's clothing.....	90.4	90.2	90.4	47.90	49.01	45.63
Women's clothing.....	95.1	98.5	92.7	50.41	52.25	48.38
Knit goods.....	70.1	69.4	69.8	49.23	49.70	47.01
Wood products.....	103.9	97.2	106.1	69.35	70.33	66.10
Saw and planing mills.....	106.9	97.4	108.4	71.63	73.56	68.09
Furniture.....	108.1	105.9	110.3	66.53	66.09	63.90
Other wood products.....	81.2	79.1	87.7	62.04	61.98	59.82
Paper products.....	123.8	120.9	123.8	94.25	96.23	89.73
Pulp and paper mills.....	124.8	121.9	124.9	101.72	104.45	96.46
Other paper products.....	121.4	118.7	121.1	76.26	76.45	73.20
Printing, publishing and allied industries.....	123.8	123.2	124.3	87.32	87.14	84.79
Iron and steel products.....	103.1	101.9	109.0	92.07	91.50	87.69
Agricultural implements.....	67.0	69.9	76.5	92.42	93.02	90.23
Fabricated and structural steel.....	146.9	142.0	161.8	93.66	92.72	87.57
Hardware and tools.....	100.2	98.3	102.7	81.44	82.03	79.82
Heating and cooking appliances.....	92.1	92.1	95.4	78.16	77.62	76.97
Iron castings.....	88.5	87.3	92.3	86.41	86.67	82.49
Machinery, industrial.....	113.7	113.0	119.5	88.10	88.23	84.98
Primary iron and steel.....	117.4	115.4	123.4	107.89	105.30	98.47
Sheet metal products.....	105.1	103.6	110.1	90.54	89.97	87.56
Wire and wire products.....	110.8	108.4	119.8	91.75	92.09	88.72
Transportation equipment.....	106.9	103.3	112.8	90.87	91.30	89.03
Aircraft and parts.....	258.4	257.0	242.9	95.40	95.44	92.59
Motor vehicles.....	105.6	103.3	115.5	100.18	98.87	100.03
Motor vehicles parts and accessories.....	104.0	101.9	110.0	90.95	90.85	87.00
Railroad and rolling stock equipment.....	53.8	53.0	64.5	81.02	81.08	80.21
Shipbuilding and repairing.....	130.4	113.7	133.1	81.56	85.39	81.01
Non-ferrous metal products.....	123.7	122.4	130.4	93.13	92.42	87.91
Aluminum products.....	136.9	135.3	144.0	90.04	90.58	85.52
Brass and copper products.....	101.3	100.6	103.7	87.57	86.72	83.55
Smelting and refining.....	144.2	142.2	153.8	101.20	99.89	94.53
Electrical apparatus and supplies.....	129.6	127.2	134.7	87.64	87.58	84.23
Heavy electrical machinery.....	97.7	96.1	108.0	94.91	95.19	91.68
Telecommunication equipment.....	220.0	210.4	214.8	86.71	87.82	82.07
Non-metallic mineral products.....	138.9	130.4	144.7	85.31	83.30	80.90
Clay products.....	88.4	78.8	93.6	77.75	77.56	75.86
Glass and glass products.....	154.0	149.5	151.5	80.98	80.07	76.71
Products of petroleum and coal.....	137.9	135.7	139.8	117.39	116.26	116.72
Petroleum refining and products.....	140.5	138.5	142.5	118.18	116.95	117.79
Chemical products.....	133.0	130.9	134.3	94.85	93.96	90.37
Medicinal and pharmaceutical preparations.....	119.4	118.8	118.6	82.81	83.15	79.76
Acids, alkalis and salts.....	156.6	153.4	153.9	107.52	105.10	102.13
Miscellaneous manufacturing industries.....	135.8	132.6	130.0	71.45	72.28	69.20
<b>Construction</b> .....	<b>121.7</b>	<b>106.6</b>	<b>130.4</b>	<b>80.99</b>	<b>82.72</b>	<b>77.58</b>
Building and general engineering.....	116.8	105.1	123.9	87.80	89.82	84.28
Highways, bridges and streets.....	130.0	109.1	141.1	70.79	71.34	67.93
Electric and motor transportation.....	135.3	133.1	132.7	82.71	81.80	80.15
<b>Service</b> .....	<b>147.8</b>	<b>143.0</b>	<b>143.8</b>	<b>55.21</b>	<b>55.91</b>	<b>52.96</b>
Hotels and restaurants.....	129.1	124.8	130.7	42.20	42.45	41.15
Laundries and dry cleaning plants.....	122.3	119.6	116.5	48.37	48.79	46.88
<b>Industrial composite</b> .....	<b>116.9</b>	<b>112.6</b>	<b>118.9</b>	<b>77.99</b>	<b>78.12</b>	<b>75.36</b>

Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

**TABLE C-4—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES**

(Hourly-Rated Wage-Earners)      SOURCE: Man-hours and Hourly Earnings (Dominion Bureau of Statistics)

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings		
	May 1961	April 1961	May 1960	May 1961	April 1961	May 1960
Newfoundland.....	40.7	41.0	41.6	\$ 1.71	\$ 1.78	\$ 1.58
Nova Scotia.....	40.1	40.7	41.1	1.60	1.61	1.55
New Brunswick.....	38.8	42.3	41.5	1.56	1.63	1.54
Quebec.....	41.4	41.5	40.5	1.65	1.64	1.61
Ontario.....	40.5	40.3	40.2	1.94	1.94	1.88
Manitoba.....	39.8	39.8	39.7	1.73	1.72	1.69
Saskatchewan.....	39.5	39.4	39.5	1.99	1.99	1.89
Alberta <sup>(1)</sup> .....	39.9	39.8	39.7	1.96	1.95	1.90
British Columbia <sup>(2)</sup> .....	37.8	38.4	37.5	2.23	2.24	2.16

<sup>(1)</sup> Includes Northwest Territories.

<sup>(2)</sup> Includes Yukon Territory.

NOTE:—Information on hours and earnings by cities is obtainable from Man-Hours and Hourly Earnings (Dominion Bureau of Statistics.)

# TABLE C-5—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	May 1961	Apr. 1961	May 1960	May 1961	Apr. 1961	May 1960	May 1961	Apr. 1961	May 1960
	no.	no.	no.	\$	\$	\$	\$	\$	\$
<b>Mining</b> .....	<b>42.1</b>	<b>41.4</b>	<b>41.9</b>	<b>2.12</b>	<b>2.13</b>	<b>2.09</b>	<b>89.13</b>	<b>88.04</b>	<b>87.41</b>
Metal mining.....	42.4	41.5	42.0	2.20	2.20	2.16	93.24	91.35	91.00
Gold.....	43.6	41.5	43.1	1.71	1.71	1.66	74.45	71.00	71.55
Other metal.....	41.9	41.6	41.6	2.39	2.39	2.36	100.38	99.17	98.44
Fuels.....	40.4	39.9	40.4	1.96	1.96	1.98	79.48	77.97	80.02
Coal.....	41.0	40.6	40.7	1.77	1.72	1.78	72.79	69.91	72.34
Oil and natural gas.....	39.3	38.7	39.9	2.35	2.37	2.32	92.26	91.49	92.56
Non-metal.....	42.7	42.6	42.9	1.95	1.97	1.85	83.38	84.10	79.55
<b>Manufacturing</b> .....	<b>40.5</b>	<b>40.6</b>	<b>40.1</b>	<b>1.84</b>	<b>1.84</b>	<b>1.79</b>	<b>74.38</b>	<b>74.56</b>	<b>71.69</b>
Durable goods.....	40.8	40.8	40.5	1.99	1.99	1.93	81.24	81.26	78.18
Non-durable goods.....	40.1	40.4	39.7	1.70	1.70	1.65	68.03	68.43	65.29
Food and beverages.....	40.8	40.6	40.9	1.64	1.65	1.59	66.89	67.10	65.03
Meat products.....	41.4	40.2	40.7	1.91	1.91	1.86	79.20	76.64	75.79
Canned and preserved fruits and vegetables.....	38.5	39.5	38.3	1.41	1.48	1.39	54.79	58.55	53.34
Grain mill products.....	43.1	42.2	42.3	1.75	1.74	1.69	75.66	73.55	71.59
Bread and other bakery products.....	42.6	41.8	42.8	1.48	1.46	1.46	63.01	61.29	62.56
Distilled liquors.....	40.0	40.3	40.6	2.09	2.09	2.00	83.84	84.22	81.18
Malt liquors.....	39.4	39.4	39.8	2.34	2.33	2.25	92.13	91.58	89.43
Tobacco and tobacco products.....	40.4	39.9	40.2	1.90	1.90	1.82	76.95	75.67	72.97
Rubber products.....	40.6	41.1	40.1	1.87	1.86	1.83	75.79	76.34	73.29
Leather products.....	39.4	39.7	35.4	1.25	1.24	1.22	49.01	49.10	43.10
Boots and shoes (except rubber).....	39.1	39.2	34.6	1.19	1.18	1.18	46.64	46.41	40.85
Other leather products.....	39.8	40.8	37.3	1.36	1.35	1.29	54.34	55.05	48.17
Textile products (except clothing).....	41.6	41.9	41.3	1.37	1.37	1.34	57.06	57.45	55.30
Cotton yarn and broad woven goods.....	39.3	40.4	39.7	1.39	1.40	1.35	54.82	56.43	53.38
Woolen goods.....	43.4	43.1	42.3	1.28	1.28	1.25	55.49	55.24	52.78
Synthetic textiles and silk.....	43.4	43.1	42.4	1.47	1.44	1.44	63.60	62.25	61.16
Clothing (textile and fur).....	37.4	38.2	36.4	1.17	1.18	1.14	43.82	45.03	41.28
Men's clothing.....	36.7	37.6	36.0	1.17	1.18	1.14	43.00	44.29	41.01
Women's clothing.....	36.3	37.4	35.3	1.23	1.26	1.20	44.79	46.97	42.24
Knit goods.....	40.1	40.6	38.8	1.09	1.10	1.07	43.83	44.49	41.38
*Wood products.....	40.8	41.3	40.1	1.61	1.63	1.57	65.79	67.21	63.00
Saw and planing mills.....	40.3	41.0	39.5	1.71	1.75	1.67	69.15	71.74	65.98
Furniture.....	41.8	41.7	41.1	1.46	1.46	1.44	61.17	60.91	59.02
Other wood products.....	41.6	42.0	41.3	1.36	1.35	1.33	56.46	56.76	55.13
Paper products.....	40.9	41.6	40.9	2.15	2.17	2.05	88.11	90.28	83.94
Pulp and paper mills.....	40.9	41.8	41.1	2.32	2.34	2.19	95.04	98.05	90.13
Other paper products.....	41.0	41.0	40.5	1.70	1.69	1.65	69.44	69.37	66.71
Printing, publishing and allied industries.....	38.7	38.7	39.2	2.22	2.21	2.17	85.99	85.76	84.87
*Iron and steel products.....	40.9	40.6	40.3	2.14	2.13	2.06	87.51	86.70	83.15
Agricultural implements.....	40.0	40.3	40.5	2.17	2.19	2.09	86.64	88.20	84.59
Fabricated and structural steel.....	40.6	40.3	40.1	2.11	2.08	2.03	85.54	84.05	81.44
Hardware and tools.....	41.9	42.3	41.8	1.79	1.78	1.78	74.85	75.46	74.56
Heating and cooking appliances.....	40.0	39.3	40.0	1.78	1.80	1.78	71.18	70.63	71.16
Iron castings.....	40.7	40.9	39.4	2.00	2.00	1.97	81.50	81.92	77.61
Machinery, industrial.....	41.5	41.4	41.3	1.98	1.99	1.92	82.05	82.29	79.40
Primary iron and steel.....	41.0	39.9	39.3	2.54	2.53	2.40	104.28	100.88	94.39
Sheet metal products.....	40.8	40.7	41.0	2.12	2.10	2.03	84.49	85.64	83.42
Wire and wire products.....	41.6	41.6	41.0	2.07	2.08	2.01	86.10	86.34	82.33
*Transportation equipment.....	40.3	40.6	40.9	2.11	2.11	2.04	85.02	85.47	83.68
Aircraft and parts.....	42.1	42.1	41.9	2.10	2.10	2.02	88.62	88.42	84.49
Motor vehicles.....	40.2	39.6	41.7	2.30	2.30	2.26	92.68	91.24	94.12
Motor vehicle parts and accessories.....	40.6	40.6	40.7	2.10	2.11	2.01	85.28	85.52	81.83
Railroad and rolling stock equipment.....	39.1	39.8	39.8	2.00	1.97	1.96	78.35	78.37	77.89
Shipbuilding and repairing.....	39.1	40.7	40.4	2.03	2.05	1.95	79.36	83.32	79.01
*Non-ferrous metal products.....	40.5	40.5	40.0	2.15	2.14	2.05	87.30	86.55	82.13
Aluminum products.....	41.7	42.0	42.1	1.93	1.92	1.82	80.41	80.77	76.49
Brass and copper products.....	40.9	40.4	40.0	2.01	1.99	1.93	82.11	80.56	77.12
Smelting and refining.....	40.2	40.0	39.4	2.37	2.36	2.26	95.45	94.39	88.88
*Electrical apparatus and supplies.....	40.5	40.7	40.1	1.89	1.87	1.84	76.32	76.24	73.87
Heavy electrical machinery and equipment.....	40.7	40.7	40.3	2.08	2.08	2.04	84.39	84.83	82.30
Telecommunication equipment.....	40.0	40.6	39.8	1.76	1.76	1.67	70.31	71.29	66.23
Refrigerators, vacuum cleaners and appliances.....	39.8	40.6	39.1	1.92	1.90	1.89	76.29	77.03	73.96
Wire and cable.....	42.0	41.3	41.3	2.08	2.03	2.01	87.27	84.01	82.99
Miscellaneous electrical products.....	40.3	40.2	40.3	1.78	1.76	1.74	71.80	70.73	70.30
*Non-metallic mineral products.....	42.3	41.9	42.8	1.86	1.85	1.78	80.71	77.75	76.24
Clay products.....	43.7	42.2	42.9	1.70	1.69	1.65	72.82	71.17	70.82
Glass and glass products.....	41.2	40.6	41.1	1.86	1.85	1.76	76.76	75.25	72.41
Products of petroleum and coal.....	41.6	40.9	41.4	2.58	2.54	2.55	107.13	103.99	105.53
Chemical products.....	41.4	40.7	40.7	2.04	2.02	1.96	84.46	82.22	79.66
Medicinal and pharmaceutical preparations.....	40.4	40.0	40.1	1.55	1.56	1.50	62.83	62.25	60.01
Acids, alkalis and salts.....	41.0	40.5	41.2	2.39	2.33	2.24	97.94	94.20	92.36
Miscellaneous manufacturing industries.....	40.8	41.7	40.4	1.52	1.51	1.48	61.98	62.82	59.89
<b>Construction</b> .....	<b>39.5</b>	<b>39.3</b>	<b>39.1</b>	<b>1.97</b>	<b>2.02</b>	<b>2.11</b>	<b>77.85</b>	<b>79.58</b>	<b>74.84</b>
Building and general engineering.....	39.3	39.4	38.4	2.14	2.20	2.10	84.13	86.81	80.79
Highways, bridges and streets.....	39.8	39.1	40.2	1.68	1.69	1.61	66.74	66.18	64.80
Electric and motor transportation.....	43.4	43.0	43.4	1.90	1.89	1.83	82.35	81.08	79.24
<b>Service</b> .....	<b>38.8</b>	<b>39.0</b>	<b>39.3</b>	<b>1.07</b>	<b>1.07</b>	<b>1.04</b>	<b>41.52</b>	<b>41.66</b>	<b>40.89</b>
Hotels and restaurants.....	38.7	38.5	39.2	1.04	1.04	1.02	40.22	40.19	39.88
Laundries and dry cleaning plants.....	40.1	41.0	40.4	1.03	1.03	1.00	41.41	42.17	40.50

\*Durable manufactured goods industries.



**TABLE C-6—EARNINGS AND HOURS OF HOURLY-RATED  
WAGE EARNERS IN MANUFACTURING**

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

Period	Hours Worked Per week	Average Hourly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1949=100)	
				Current Dollars	1949 Dollars
	No.	\$	\$	No.	
Monthly Average 1955.....	41.0	1.45	59.45	142.4	122.4
Monthly Average 1956.....	41.0	1.52	62.40	149.5	126.3
Monthly Average 1957.....	40.4	1.61	64.96	155.6	127.4
Monthly Average 1958.....	40.2	1.66	66.77	160.0	127.7
Monthly Average 1959.....	40.7	1.72	70.16	168.1	132.8
Last Pay Period in:					
1960 June.....	40.4	1.79	72.19	173.0	135.6
July.....	40.6	1.77	72.01†	172.5	134.9
August.....	40.5	1.76	71.46	171.2	133.3
September.....	40.9	1.77	72.37	173.4	134.0
October.....	40.6	1.78	72.66	174.1	134.3
November.....	40.6	1.79	72.82	174.5	134.6
December.....	38.7	1.82	70.60	169.1	130.9
1961 January.....	40.1	1.81	72.76	174.3	135.2
February.....	40.4	1.82	73.40	175.9	136.2
March.....	40.3	1.83	73.64	176.4	136.7
April.....	40.6	1.84	74.56	178.6	138.5
May†.....	40.5	1.84	74.44	178.3	138.3
June†.....	41.1	1.83	75.22	180.2	139.7

NOTE: The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*, D.B.S., page ii.

†Revised.

‡Latest figures subject to revision.

## D—National Employment Service Statistics

Tables D-1 to D-5 are based on two statistical reports of the National Employment Service. These reports serve different operational purposes and, therefore, the data are not necessarily identical.

**TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT**

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Period		Unfilled Vacancies*			Registrations for Employment		
		Male	Female	Total	Male	Female	Total
Date Nearest:							
August	1, 1955.....	18,363	16,665	35,028	132,710	72,674	205,384
August	1, 1956.....	38,195	19,636	57,831	105,417	69,272	174,689
August	1, 1957.....	20,837	14,060	34,897	171,765	84,581	256,346
August	1, 1958.....	11,505	11,858	23,363	252,853	119,157	372,010
August	1, 1959.....	14,235	14,317	28,552	185,527	106,965	292,492
August	1, 1960.....	14,673	12,594	27,267	242,582	128,062	370,644
September	1, 1960.....	13,748	14,427	28,175	236,969	117,044	354,013
October	1, 1960.....	12,239	13,796	26,035	228,632	115,358	343,990
November	1, 1960.....	11,944	10,866	22,810	281,484	124,255	405,739
December	1, 1960.....	15,932	10,799	26,731	393,856	144,123	537,979
January	1, 1961.....	9,859	7,996	17,855	570,789	163,893	734,682
February	1, 1961.....	8,866	8,377	17,243	668,766	185,972	854,738
March	1, 1961.....	8,786	9,513	18,299	691,351	186,991	878,342
April	1, 1961.....	9,927	11,387	21,314	683,034	180,982	864,016
May	1, 1961.....	14,098	13,802	27,900	594,904	172,884	767,788
June	1, 1961.....	17,078	17,208	34,286	418,218	151,611	569,829
July	1, 1961 <sup>(1)</sup> .....	15,103	16,445	31,548	268,284	125,447	393,731
August	1, 1961 <sup>(1)</sup> .....	15,880	14,732	30,612	246,016	117,993	364,009

<sup>(1)</sup> Latest figures subject to revision.

\* Current Vacancies only. Deferred Vacancies are excluded.

**TABLE D-2—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT JUNE 30, 1961<sup>(1)</sup>**

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Industry	Male	Female	Total	Change from			
				May 31 1961	June 30 1960		
<b>Agriculture, Fishing, Trapping</b> .....	<b>895</b>	<b>929</b>	<b>1,824</b>	<b>+</b>	<b>1,084</b>	<b>—</b>	<b>422</b>
<b>Forestry</b> .....	<b>1,639</b>	<b>5</b>	<b>1,644</b>	<b>+</b>	<b>49</b>	<b>—</b>	<b>3,126</b>
<b>Mining, Quarrying and Oil Wells</b> .....	<b>444</b>	<b>56</b>	<b>500</b>	<b>—</b>	<b>325</b>	<b>—</b>	<b>175</b>
Metal Mining.....	309	20	329	—	34	—	42
Fuels.....	89	20	109	—	123	—	68
Non-Metal Mining.....	25	1	26	—	97	—	55
Quarrying, Clay and Sand Pits.....	9	3	12	—	2	+	3
Prospecting.....	12	12	24	—	69	—	13
<b>Manufacturing</b> .....	<b>3,276</b>	<b>2,432</b>	<b>5,708</b>	<b>—</b>	<b>189</b>	<b>+</b>	<b>978</b>
Foods and Beverages.....	378	658	1,036	—	34	+	368
Tobacco and Tobacco Products.....	11	4	15	—	7	+	4
Rubber Products.....	22	15	37	+	8	+	15
Leather Products.....	49	111	160	—	9	+	5
Textile Products (except clothing).....	79	103	182	+	6	—	29
Clothing (textile and fur).....	132	740	872	+	120	+	219
Wood Products.....	385	86	471	—	55	+	191
Paper Products.....	150	75	225	—	76	—	68
Printing, Publishing and Allied Industries.....	116	98	214	—	52	—	8
Iron and Steel Products.....	576	106	682	+	32	+	84
Transportation Equipment.....	524	61	585	+	95	+	73
Non-Ferrous Metal Products.....	108	36	144	—	51	—	39
Electrical Apparatus and Supplies.....	219	122	341	—	22	+	13
Non-Metallic Mineral Products.....	170	31	201	+	5	+	79
Products of Petroleum and Coal.....	29	18	47	—	25	+	9
Chemical Products.....	187	85	272	—	89	—	9
Miscellaneous Manufacturing Industries.....	141	83	224	—	35	+	71
<b>Construction</b> .....	<b>1,283</b>	<b>92</b>	<b>1,375</b>	<b>—</b>	<b>202</b>	<b>—</b>	<b>510</b>
General Contractors.....	876	59	935	—	133	—	399
Special Trade Contractors.....	407	33	440	—	69	—	111
<b>Transportation, Storage and Communication</b> .....	<b>857</b>	<b>263</b>	<b>1,120</b>	<b>—</b>	<b>425</b>	<b>+</b>	<b>36</b>
Transportation.....	737	133	870	—	253	+	108
Storage.....	14	15	29	—	4	—	10
Communication.....	106	115	221	—	168	—	62
<b>Public Utility Operation</b> .....	<b>70</b>	<b>45</b>	<b>115</b>	<b>—</b>	<b>73</b>	<b>—</b>	<b>46</b>
<b>Trade</b> .....	<b>1,972</b>	<b>2,275</b>	<b>4,247</b>	<b>—</b>	<b>425</b>	<b>+</b>	<b>42</b>
Wholesale.....	737	478	1,215	—	96	+	84
Retail.....	1,235	1,797	3,032	—	329	—	42
<b>Finance, Insurance and Real Estate</b> .....	<b>747</b>	<b>529</b>	<b>1,276</b>	<b>—</b>	<b>94</b>	<b>—</b>	<b>55</b>
<b>Service</b> .....	<b>4,458</b>	<b>10,055</b>	<b>14,513</b>	<b>—</b>	<b>1,116</b>	<b>+</b>	<b>2,340</b>
Community or Public Service.....	893	2,542	3,435	—	91	+	708
Government Service.....	2,146	868	3,014	—	267	+	1,081
Recreation Service.....	221	119	340	+	123	+	168
Business Service.....	481	418	899	—	141	—	89
Personal Service.....	717	6,108	6,825	—	740	+	472
<b>GRAND TOTAL</b> .....	<b>15,641</b>	<b>16,681</b>	<b>32,322</b>	<b>—</b>	<b>1,716</b>	<b>—</b>	<b>938</b>

(1) Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.

**TABLE D-3—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT  
BY OCCUPATION AND BY SEX AS AT JUNE 30, 1961 <sup>(1)</sup>**

(Source: National Employment Service, Unemployment Insurance Commission)

Occupational Group	Unfilled Vacancies <sup>(2)</sup>			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers.....	2,469	2,297	4,766	7,377	2,033	9,410
Clerical Workers.....	1,420	3,109	4,529	17,526	47,112	64,638
Sales Workers.....	1,552	1,234	2,786	7,333	15,623	22,956
Personal and Domestic Service Workers.....	1,315	6,740	8,055	27,297	21,237	48,534
Seamen.....				956	11	967
Agriculture, Fishing, Forestry (Ex. log.)..	903	810	1,713	3,609	855	4,464
Skilled and Semi-Skilled Workers.....	5,778	1,346	7,124	115,294	17,803	133,097
Food and kindred products (incl. tobacco).....	65	17	82	1,073	472	1,545
Textiles, clothing, etc.....	129	921	1,050	2,797	11,588	14,385
Lumber and lumber products.....	1,603	5	1,608	11,698	93	11,791
Pulp, paper (incl. printing).....	70	8	78	1,096	450	1,546
Leather and leather products.....	69	70	139	805	822	1,627
Stone, clay and glass products.....	14	1	15	301	43	344
Metalworking.....	715	24	739	13,634	742	14,376
Electrical.....	137	22	159	3,272	807	4,079
Transportation equipment.....	1	1	2	601	46	647
Mining.....	97		97	1,823		1,823
Construction.....	904		904	24,390	1	24,391
Transportation (except seamen).....	464	10	474	21,418	126	21,544
Communications and public utility.....	28		28	917	2	919
Trade and service.....	191	218	409	4,807	1,544	6,351
Other skilled and semi-skilled.....	1,103	26	1,129	18,753	787	19,540
Foremen.....	77	23	100	2,595	270	2,865
Apprentices.....	111		111	5,314	10	5,324
Unskilled Workers.....	1,666	909	2,575	88,892	20,773	109,665
Food and tobacco.....	135	510	645	2,857	5,215	8,072
Lumber and lumber products.....	155	20	175	8,057	266	8,323
Metalworking.....	41	12	53	5,243	519	5,762
Construction.....	508	6	514	40,081		40,081
Other unskilled workers.....	827	361	1,188	32,654	14,773	47,427
<b>GRAND TOTAL.....</b>	<b>15,103</b>	<b>16,445</b>	<b>31,548</b>	<b>268,284</b>	<b>125,417</b>	<b>393,731</b>

<sup>(1)</sup> Preliminary—subject to revision.

<sup>(2)</sup> Current vacancies only. Deferred vacancies are excluded.



TABLE D-4—UNFILLED VACANCIES AND REGISTRATIONS AT JUNE 30, 1961

(Source: National Employment Service, Unemployment Insurance Commission)

Office	Unfilled Vacancies <sup>(2)</sup>			Registrations		
	(1) June 30, 1961	Previous Month May 31, 1961	Previous Year June 30, 1960	(1) June 30, 1961	Previous Month May 31, 1961	Previous Year June 30, 1960
<b>Newfoundland</b> .....	<b>529</b>	<b>542</b>	<b>283</b>	<b>8,486</b>	<b>20,335</b>	<b>7,888</b>
Corner Brook.....	28	26	24	2,534	4,950	2,373
Grand Falls.....	8	1	4	683	1,739	632
St. John's.....	493	515	255	5,269	13,646	4,883
<b>Prince Edward Island</b> .....	<b>225</b>	<b>161</b>	<b>430</b>	<b>1,345</b>	<b>3,145</b>	<b>1,474</b>
Charlottetown.....	161	27	302	695	1,820	769
Summerside.....	64	134	128	650	1,325	705
<b>Nova Scotia</b> .....	<b>985</b>	<b>1,194</b>	<b>913</b>	<b>15,981</b>	<b>26,455</b>	<b>13,463</b>
Amherst.....	46	31	35	719	987	669
Bridgewater.....	20	25	28	850	1,437	810
Halifax.....	536	571	466	4,425	6,150	4,382
Inverness.....				232	849	225
Kentville.....	173	207	192	1,320	2,778	1,044
Liverpool.....	26	33	13	456	609	285
New Glasgow.....	70	129	57	1,397	3,208	1,205
Springhill.....	12	3	1	609	1,106	368
Sydney.....	27	28	28	3,200	3,578	3,005
Sydney Mines.....	7	40		1,218	2,095	
Truro.....	24	72	44	802	1,772	735
Yarmouth.....	44	55	49	753	1,886	735
<b>New Brunswick</b> .....	<b>979</b>	<b>999</b>	<b>1,427</b>	<b>12,596</b>	<b>27,241</b>	<b>12,129</b>
Bathurst.....	23	16	8	912	3,807	919
Campbellton.....	119	68	306	1,455	3,078	1,126
Edmundston.....	39	61	84	575	1,785	641
Fredericton.....	197	110	150	1,315	2,384	1,125
Minto.....	57	32	162	386	606	544
Moncton.....	314	452	351	2,561	5,558	3,014
Newcastle.....			1	982	3,007	1,129
Saint John.....	167	169	220	2,768	3,103	2,394
St. Stephen.....	48	34	96	820	1,620	630
Sussex.....	12	11	42	260	579	169
Woodstock.....	3	46	7	562	1,714	438
<b>Quebec</b> .....	<b>7,510</b>	<b>7,595</b>	<b>9,818</b>	<b>121,769</b>	<b>178,756</b>	<b>117,125</b>
Alma.....	10	9	20	1,509	2,551	1,128
Asbestos.....	3		1	290	704	334
Baie Comeau.....	210	143	235	500	873	351
Beauharnois.....	6	24	24	845	1,340	750
Buckingham.....	12	52	96	655	1,208	580
Causapscal.....	325	119	415	997	2,308	1,007
Chandler.....	22	18	4	654	1,229	247
Chicoutimi.....	94	132	58	412	380	296
Cowansville.....	250	134	9	890	1,933	732
Dolbeau.....	57	86	19	1,715	2,068	1,630
Drummondville.....	110	130	76	630	602	661
Farnham.....	41	57	346	258	990	242
Forestville.....	14	17	9	533	1,407	287
Gaspé.....	44	9	21	1,526	2,087	1,254
Granby.....	68	57	43	2,202	3,590	2,159
Hull.....	207	288	106	2,923	3,549	2,325
Joliette.....	43	44	52	2,113	2,821	1,443
Jonquière.....	23	19	14	362	589	622
Lachute.....	12	41	9	589	1,681	495
La Malbaie.....	169	23	1,643	678	1,045	503
La Tuque.....	24	19	36	1,944	3,481	1,922
Lévis.....	35	29	16	732	1,043	703
Louiseville.....		3	10	333	525	460
Magog.....	99	17	69	518	1,170	355
Maniwaki.....	25	14	22	794	1,403	404
Matane.....	13	18	3	529	1,451	386
Mégantic.....	86	37	23	584	1,141	465
Mont-Laurier.....	10	8	7	1,177	2,413	724
Montmagny.....	3,415	3,025	3,016	50,373	62,041	51,607
Montreal.....	3	5	12	550	1,808	476
New Richmond.....	15	24	11	580	1,201	335
Port Alfred.....	545	790	594	8,009	12,297	8,118
Quebec.....	55	85	247	1,855	3,926	1,526
Rimouski.....	30	250	65	1,993	5,076	1,543
Rivière du Loup.....	51	115	101	1,061	1,705	906
Roberval.....	47	52	52	2,027	4,316	2,580
Rouyn.....	74	96	42	378	881	283
Ste. Agathe-des-Monts.....	102	96	57	724	952	629
Ste. Anne de Bellevue.....	27	33	39	1,262	1,861	1,322
Ste. Thérèse.....	91	99	48	1,308	1,934	1,692
St. Hyacinthe.....	97	74	51	1,502	2,023	1,794
St. Jean.....	72	64	98	1,092	1,377	1,225
St. Jérôme.....	89	104	275	1,963	3,017	1,527
Sept-Îles.....	188	207	111	3,074	4,634	2,262
Shawinigan.....	165	188	186	3,900	4,250	3,607
Sherbrooke.....	76	70	37	1,586	1,576	1,329
Sorel.....	21	25	54	973	1,583	990
Thetford Mines.....	153	138	126	3,147	4,749	3,428
Trois-Rivières.....						

**TABLE D-4—UNFILLED VACANCIES AND REGISTRATIONS AT JUNE 30, 1961**

(Source: National Employment Service, Unemployment Insurance Commission)

Office	Unfilled Vacancies <sup>(2)</sup>			Registrations		
	(1)	Previous Month	Previous Year	(1)	Previous Month	Previous Year
	June 30, 1961	May 31, 1961	June 30, 1960	June 30, 1961	May 31, 1961	June 30, 1960
<b>Quebec—Cont'd.</b>						
Val d'Or.....	23	37	36	1,590	3,017	1,616
Valleyfield.....	25	28	21	1,439	2,046	1,550
Victoriaville.....	37	44	33	1,265	1,699	1,510
Ville St. Georges.....	89	376	617	1,209	2,750	1,285
<b>Ontario.....</b>	<b>10,141</b>	<b>11,053</b>	<b>9,235</b>	<b>137,531</b>	<b>176,751</b>	<b>145,445</b>
Arnprior.....	15	112	17	206	249	192
Barrie.....	15	35	14	875	1,246	1,077
Belleville.....	56	87	46	1,692	1,943	1,335
Bracebridge.....	243	227	187	407	658	446
Brampton.....	31	55	21	1,068	1,060	1,394
Brantford.....	85	72	65	2,071	2,494	3,178
Brookville.....	31	39	19	483	491	422
Carleton Place.....	20	22	1	179	295	137
Chatham.....	74	188	62	2,164	2,731	1,966
Cobourg.....	33	45	9	800	840	731
Collingwood.....	27	5	21	498	596	438
Cornwall.....	105	157	119	2,288	3,108	2,430
Elliot Lake.....	37	44	74	333	412	364
Fort Erie.....	10	4	23	343	570	327
Fort Frances.....	33	62	24	376	601	307
Fort William.....	119	205	93	1,497	2,350	1,328
Galt.....	93	116	122	1,650	2,034	1,134
Gananoque.....	4	21	20	197	266	168
Goderich.....	33	27	35	372	394	379
Guelph.....	20	49	56	1,396	2,243	1,939
Hamilton.....	692	749	840	11,356	14,528	11,620
Hawkesbury.....	14	14	16	331	586	752
Kapuskasing.....	33	190	127	1,243	1,992	926
Kenora.....	37	87	37	392	617	329
Kingston.....	107	98	111	1,573	1,943	1,619
Kirkland Lake.....	37	58	60	984	1,516	896
Kitchener.....	167	178	110	2,300	3,163	2,060
Leamington.....	31	28	52	803	1,360	1,094
Lindsay.....	14	13	10	523	508	399
Listowel.....	25	14	27	194	287	218
London.....	467	539	524	3,910	5,155	4,250
Long Branch.....	244	276	272	2,841	3,854	3,602
Midland.....	10	23	30	308	577	379
Napanee.....	9	5	14	319	565	254
Newmarket.....	121	66	38	960	1,341	1,187
Niagara Falls.....	456	213	53	1,790	2,468	1,406
North Bay.....	44	45	27	1,273	1,755	1,386
Oakville.....	119	123	106	670	812	1,235
Orillia.....	27	23	21	715	1,016	726
Oshawa.....	94	83	110	3,816	4,111	4,494
Ottawa.....	1,067	1,173	792	4,203	6,125	4,696
Owen Sound.....	30	43	55	878	1,374	916
Parry Sound.....	1			192	292	223
Pembroke.....	125	120	85	1,221	1,939	1,162
Perth.....	32	30	33	384	461	352
Peterborough.....	36	75	94	2,977	3,546	2,973
Pictou.....	6	4	4	150	213	186
Port Arthur.....	188	219	182	2,178	3,746	2,320
Port Colborne.....	24	24	12	592	817	472
Prescott.....	36	33	48	635	746	672
Renfrew.....	12	10	21	286	422	359
St. Catharines.....	369	248	163	3,674	3,953	3,481
St. Thomas.....	87	43	36	811	1,232	871
Sarnia.....	106	131	198	2,178	2,615	1,920
Sault Ste. Marie.....	171	181	218	2,234	2,897	2,744
Simcoe.....	117	86	102	703	930	661
Sioux Lookout.....	11	8	1	110	311	124
Smiths Falls.....	5	3	29	380	492	293
Stratford.....	26	38	24	641	665	652
Sturgeon Falls.....	11	14	20	439	703	479
Sudbury.....	139	286	102	3,325	4,529	3,042
Tillsonburg.....	29	31	8	274	559	269
Timmins.....	67	76	213	1,812	2,539	1,668
Trenton.....	2,672	2,910	2,360	36,429	44,124	40,702
Walkerton.....	83	98	46	687	715	731
Wallaceburg.....	64	66	85	468	679	453
Welland.....	2	7	21	592	881	464
Weston.....	100	164	87	1,784	2,070	1,825
Windsor.....	318	267	167	3,301	3,671	3,041
Woodstock.....	338	220	280	7,066	9,638	8,057
	38	47	52	841	1,132	1,113
<b>Manitoba.....</b>	<b>2,501</b>	<b>3,013</b>	<b>2,983</b>	<b>15,583</b>	<b>23,508</b>	<b>12,463</b>
Brandon.....	296	214	191	1,140	1,695	1,008
Dauphin.....	23	70	27	713	1,195	511
Flin Flon.....	37	61	49	140	186	158
Portage la Prairie.....	25	32	86	514	925	528
The Pas.....	53	71	99	203	363	194
Winnipeg.....	2,062	2,565	2,531	12,873	19,144	10,064

**TABLE D-4—UNFILLED VACANCIES AND REGISTRATIONS AT JUNE 30, 1961**

(Source: National Employment Service, Unemployment Insurance Commission)

Office	Unfilled Vacancies <sup>(2)</sup>			Registrations		
	(1) June 30, 1961	Previous Month May 31, 1961	Previous Year June 30, 1960	(1) June 30, 1961	Previous Month May 31, 1961	Previous Year June 30, 1960
<b>Saskatchewan</b> .....	<b>1,432</b>	<b>2,344</b>	<b>1,411</b>	<b>10,029</b>	<b>15,988</b>	<b>8,886</b>
Estevan.....	35	36	49	280	303	233
Lloydminster.....	70	44	31	219	378	211
Moose Jaw.....	72	85	135	825	1,029	976
North Battleford.....	31	50	24	448	872	487
Prince Albert.....	67	146	71	1,124	1,771	907
Regina.....	796	969	708	2,430	2,947	2,366
Saskatoon.....	218	825	206	2,885	5,708	2,234
Swift Current.....	54	44	68	262	412	240
Weyburn.....	9	26	23	194	346	156
Yorkton.....	80	119	96	1,362	2,222	1,076
<b>Alberta</b> .....	<b>4,184</b>	<b>4,725</b>	<b>3,304</b>	<b>20,374</b>	<b>33,019</b>	<b>21,882</b>
Blairmore.....	23	17	37	276	579	279
Calgary.....	1,320	1,540	804	6,649	9,806	7,065
Drumheller.....	32	107	29	378	592	335
Edmonton.....	2,206	2,463	1,725	9,057	16,142	10,213
Edson.....	56	34	50	399	665	353
Grande Prairie.....	142	122	23	661	1,194	1,024
Lethbridge.....	104	99	415	1,226	1,885	1,150
Medicine Hat.....	107	135	116	913	853	680
Red Deer.....	194	208	105	815	1,303	803
<b>British Columbia</b> .....	<b>3,062</b>	<b>2,660</b>	<b>3,298</b>	<b>50,037</b>	<b>64,631</b>	<b>49,900</b>
Chilliwack.....	157	99	207	1,510	1,360	1,090
Courtenay.....	25	49	22	856	918	795
Cranbrook.....	35	17	44	508	1,231	744
Dawson Creek.....	21	20	6	897	1,395	709
Duncan.....	38	37	30	1,025	667	548
Kamloops.....	35	42	7	999	1,226	845
Kelowna.....	25	20	76	593	1,102	599
Kitimat.....	9	6	36	1,111	141	220
Mission City.....	621	57	983	953	994	864
Nanaimo.....	16	20	29	1,325	1,145	810
Nelson.....	30	16	180	708	891	550
New Westminster.....	275	259	184	6,867	8,510	7,575
Penticton.....	22	22	20	736	1,404	755
Port Alberni.....	65	34	49	602	640	538
Prince George.....	65	38	45	1,533	2,702	2,019
Prince Rupert.....	43	25	12	841	1,453	713
Princeton.....	11	12	23	278	462	194
Quesnel.....	30	30	18	943	1,386	1,142
Trail.....	47	61	61	779	905	586
Vancouver.....	1,132	1,541	972	21,624	29,136	22,650
Vernon.....	52	36	69	1,083	1,905	1,065
Victoria.....	243	192	148	3,746	4,490	4,599
Whitehorse.....	65	57	77	430	568	290
<b>Canada</b> .....	<b>31,548</b>	<b>34,286</b>	<b>33,102</b>	<b>393,731</b>	<b>569,829</b>	<b>390,655</b>
Males.....	15,103	17,078	17,227	268,284	418,218	258,719
Females.....	16,445	17,208	15,875	125,447	151,611	131,936

(1) Preliminary subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

**TABLE D-5—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES, 1956-1961**

(Source: National Employment Service, Unemployment Insurance Commission)

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1956.....	1,046,979	748,464	298,515	68,522	252,783	379,085	210,189	136,400
1957.....	877,704	586,780	290,924	59,412	215,335	309,077	185,962	107,918
1958.....	840,129	548,663	291,466	56,385	198,386	287,112	181,772	116,474
1959.....	988,073	661,872	324,201	70,352	239,431	336,527	211,951	127,812
1960.....	958,300	641,872	316,428	86,848	252,019	302,048	198,474	118,911
1960 (6 months).....	431,779	292,752	139,027	38,822	117,322	140,139	90,684	44,812
1961 (6 months).....	477,279	323,079	154,200	40,528	132,089	153,614	100,359	50,689





<b>Construction</b> .....	1,171	928	22	24	340	248	30	12	1,409	976	184	107	1,471	1,171	154	44	10,199	7,961	898	476	14,487	10,779	1,836	1,109
General Contractors.....	1,126	897	20	24	303	224	24	12	959	709	119	77	1,170	939	114	30	6,186	4,844	553	306	10,209	7,575	1,234	987
Special Trade Contractors.....	45	31	2	.....	37	24	6	.....	450	267	65	30	301	232	40	14	4,013	3,117	345	170	4,278	3,204	622	113
<b>Transportation, Storage and Communication</b> .....	35	13	3	.....	70	21	82	46	435	122	157	163	637	247	99	55	5,602	1,932	3,806	72	9,374	2,884	5,540	233
Transportation.....	26	9	1	.....	68	20	81	46	396	80	155	161	606	228	93	54	5,336	1,763	3,753	72	8,314	2,033	5,325	126
Storage.....	1	.....	1	.....	1	1	.....	.....	3	3	.....	.....	5	4	.....	.....	85	37	34	.....	827	567	138	90
Communication.....	8	4	1	.....	1	.....	1	.....	36	39	2	2	26	15	6	1	181	132	19	.....	433	284	77	17
<b>Public Utility Operation</b> .....	5	2	.....	.....	2	1	.....	.....	22	14	.....	.....	24	20	2	.....	233	232	14	2	489	349	17	84
<b>Trade</b> .....	208	115	14	4	277	133	112	.....	1,693	1,036	349	19	1,443	992	346	5	9,318	5,569	1,342	180	16,781	10,105	2,814	696
Wholesale.....	61	32	5	.....	132	30	97	.....	581	325	189	13	694	446	170	.....	2,712	1,533	461	44	5,888	3,477	1,270	354
Retail.....	147	83	9	4	145	103	15	.....	1,112	711	160	6	749	456	176	5	6,606	4,036	881	136	10,893	6,743	1,544	342
<b>Finance, Insurance and Real Estate</b> .....	28	10	.....	.....	17	12	2	.....	212	143	17	2	104	72	8	.....	1,396	841	49	14	2,275	1,196	146	121
<b>Service</b> .....	732	379	86	1	584	331	157	1	3,955	2,006	1,125	85	3,072	1,548	878	39	29,822	18,998	4,862	538	38,612	20,078	9,634	1,162
Community or Public Service.....	58	21	.....	.....	34	18	0	.....	317	153	83	9	265	164	44	4	1,616	1,046	130	35	3,293	1,945	420	87
Government Service.....	403	249	8	1	173	163	.....	.....	1,054	772	74	47	720	646	43	22	9,236	8,357	308	140	9,464	7,423	740	240
Recreation Service.....	12	7	.....	.....	7	5	2	.....	98	54	3	5	91	17	32	.....	756	336	274	36	1,564	623	670	196
Business Service.....	18	9	1	.....	7	5	.....	.....	98	53	18	1	64	44	11	.....	1,881	1,321	184	10	2,676	1,265	382	250
Personal Service.....	240	93	77	.....	363	140	146	.....	2,398	974	947	23	1,882	677	748	13	16,333	7,868	3,966	317	21,615	8,822	7,442	389
<b>Totals</b> .....	3,708	1,876	1,079	91	2,106	1,230	498	61	10,649	6,700	1,999	564	10,990	6,994	1,587	755	93,792	58,268	15,874	4,035	121,592	71,862	21,989	5,264
Male.....	3,195	1,548	1,059	87	1,325	780	398	61	7,171	4,659	1,301	534	8,120	5,270	1,134	741	64,303	49,724	11,714	3,422	79,765	47,762	19,396	4,116
Female.....	513	328	20	4	781	450	100	.....	3,478	2,041	698	30	2,870	1,724	453	14	29,489	17,544	4,160	613	41,827	24,100	5,593	1,148

(1) Current and deferred vacancies reported during the period.

TABLE D-6—VACANCIES AND PLACEMENTS OF NATIONAL EMPLOYMENT OFFICES APRIL 3, 1961 TO JUNE 30, 1961  
(Source: National Employment Service, Unemployment Insurance Commission)

Industry	Manitoba			Saskatchewan			Alberta			British Columbia			Canada								
	Vac- can- cies Noti- fied	Placements		Va- can- cies Noti- fied	Placements		Va- can- cies Noti- fied	Placements		Va- can- cies Noti- fied	Placements		Va- can- cies Noti- fied	Placements							
		Reg- ular	Trans- fers out		Reg- ular	Trans- fers out		Reg- ular	Trans- fers out		Reg- ular	Trans- fers out		Reg- ular	Trans- fers out	Reg- ular	Trans- fers out				
<b>Agriculture</b> .....	652	428	65	1	1,324	44	874	4,743	2,954	117	343	2,227	9,169	7	30,648	10,611	14,617	2,099			
<b>Forestry</b> .....	48	33	.....	24	19	.....	.....	236	77	109	40	964	793	10	16,239	10,366	152	2,127			
<b>Fishing and Trapping</b> .....	13	9	3	.....	13	9	4	.....	2	2	.....	33	25	2	.....	166	32	3			
<b>Mining, Quarrying and Oil Wells</b> .....	633	463	.....	89	104	92	3	67	779	588	34	57	463	355	5	3,739	2,734	202	469		
Metal Mining.....	607	438	.....	78	12	16	.....	36	36	31	23	37	370	269	4	1,285	1,535	371	59		
Fuels.....	1	1	.....	7	55	3	23	530	394	23	29	9	10	.....	.....	679	506	77	59		
Non-Metal Mining.....	18	14	.....	8	4	.....	.....	1	1	.....	.....	67	68	.....	.....	350	158	158	5		
Quarrying, Clay and Sand Pits.....	18	18	.....	14	12	.....	.....	45	40	.....	.....	10	10	.....	.....	316	133	133	26		
Prospecting.....	7	6	.....	5	5	.....	.....	162	119	7	13	8	7	1	.....	227	169	9	.....		
<b>Manufacturing</b> .....	4,104	2,569	882	198	1,155	774	297	12	3,285	2,368	438	268	5,390	3,864	675	21,465	50,410	8,075	2,919		
Food and Beverages.....	695	361	170	58	406	270	175	4	6,658	428	165	2	1,010	635	398	6	11,077	18,735	7,499	185	
Tobacco and Tobacco Products.....	.....	.....	.....	.....	.....	.....	.....	.....	63	49	.....	.....	3	2	.....	248	205	4	7		
Rubber Products.....	5	5	.....	1	2	.....	.....	.....	24	17	2	.....	20	14	4	.....	359	48	14	.....	
Leather Products.....	56	47	.....	7	1	.....	.....	.....	41	35	4	.....	47	29	3	.....	1,316	40	64	.....	
Textile Products (except clothing).....	114	85	21	.....	4	2	.....	.....	41	38	4	.....	47	29	3	.....	2,620	146	89	.....	
Clothing (textile and fur).....	1,059	874	54	7	26	19	2	.....	58	2	.....	193	135	9	19	8,114	5,976	200	447	.....	
Wood Products.....	398	183	146	10	51	23	22	1	219	161	18	1	2,575	143	60	7,804	5,893	749	219	.....	
Paper Products.....	108	45	47	6	40	38	.....	.....	61	49	5	4	2,729	175	43	4,769	2,729	1,525	112	.....	
Printing, Publishing and Allied In- dustries.....	239	117	94	2	47	26	9	.....	130	82	30	.....	156	68	38	3,222	1,689	910	73	.....	
Iron and Steel Products.....	665	355	13	195	141	32	4	727	539	108	241	.....	342	219	43	10,428	7,679	930	677	.....	
Transportation Equipment.....	228	164	18	6	115	77	15	443	288	37	.....	339	229	36	8	4,769	4,769	590	281	.....	
Non-Ferrous Metal Products.....	57	45	2	1	5	4	1	.....	98	38	5	7	215	182	8	6,764	1,663	398	150	.....	
Electrical Apparatus and Supplies.....	144	119	21	1	11	13	.....	47	37	9	.....	62	38	6	3	2,477	2,361	266	120	.....	
Non-Ferrous Mineral Products.....	109	49	21	30	103	89	13	.....	402	32	24	.....	62	38	6	3	2,477	2,361	266	120	.....
Products of Petroleum and Coal.....	228	19	3	1	30	28	.....	139	37	.....	2	.....	51	8	1	2,338	1,563	15	15	.....	
Chemical Products.....	100	42	32	1	45	34	21	.....	180	147	36	1	62	38	8	2,812	1,563	15	113	.....	
Miscellaneous Manufacturing In- dustries.....	99	59	18	.....	13	5	5	.....	62	40	9	.....	73	39	13	3,144	2,982	191	89	.....	
<b>Construction</b> .....	2,282	1,584	313	237	2,951	2,301	242	83	4,325	3,492	471	30	2,507	1,877	376	72	41,146	31,317	4,546	2,185	.....
General Contractors.....	1,560	1,130	136	208	2,261	1,819	126	75	3,120	2,561	288	28	1,874	1,469	230	64	28,768	22,167	2,844	1,811	.....
Special Trade Contractors.....	723	454	177	29	690	482	116	8	1,208	931	183	2	633	408	146	8	9,150	7,102	1,702	371	.....
<b>Transportation, Storage and Com- munication</b> .....	1,763	1,154	273	542	855	473	161	190	2,004	1,466	273	42	996	610	282	20	21,971	10,676	1,363	1,363	.....
Transportation.....	1,365	1,034	115	517	723	411	115	172	1,645	1,276	208	35	744	474	194	2	19,233	7,330	10,040	1,185	.....
Storage.....	223	48	158	1	78	23	44	.....	136	68	53	.....	137	47	79	.....	1,496	798	507	91	.....
Communication.....	175	102	.....	24	44	35	2	18	223	122	12	7	115	89	9	.....	1,242	822	129	87	.....



Public Utility Operation.....												128
<b>Trade.....</b>												<b>976</b>
Wholesale.....	3,322	1,525	1,114	36	2,354	1,402	618	14	4,352	2,620	1,732	436
Retail.....	1,658	612	467	16	815	409	326	4	1,792	988	511	540
	1,664	908	347	20	1,539	993	292	10	2,560	1,632	410	
<b>Finance, Insurance and Real Estate</b>												<b>147</b>
<b>Service.....</b>	<b>483</b>	<b>271</b>	<b>52</b>	<b>6</b>	<b>264</b>	<b>184</b>	<b>16</b>	<b>1</b>	<b>674</b>	<b>403</b>	<b>44</b>	<b>365</b>
Community or Public Service.....	6,690	2,815	2,580	62	5,161	3,489	1,249	168	11,327	6,835	2,313	2,281
Government Service.....	634	389	81	11	508	380	54	5	1,099	663	52	243
Recreation Service.....	1,101	1,089	24	15	1,294	1,309	49	154	3,102	2,960	69	696
Business Service.....	605	115	360	4	1,099	58	33	.....	144	111	20	247
Personal Service.....	246	117	32	5	197	164	12	7	1,213	971	99	279
	4,014	1,105	2,083	27	3,053	1,278	1,101	2	5,969	2,130	2,073	819
<b>Totals.....</b>	<b>29,131</b>	<b>11,018</b>	<b>5,299</b>	<b>1,111</b>	<b>14,233</b>	<b>9,578</b>	<b>2,635</b>	<b>1,450</b>	<b>32,114</b>	<b>29,979</b>	<b>4,744</b>	<b>11,700</b>
Male.....	12,574	7,119	3,430	1,028	9,830	6,895	1,898	1,108	21,347	15,291	3,406	12,145
Female.....	7,557	3,899	1,869	83	4,423	2,683	737	342	10,767	5,688	1,338	2,555

(1) Current and deferred vacancies reported during the period.

## E—Unemployment Insurance

**TABLE E-1—BENEFICIARIES AND BENEFIT PAYMENTS BY PROVINCE, JUNE 1961**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Number of Beneficiaries Per Week (in thousands)	Weeks Paid	Amount of Benefit Paid \$
Newfoundland.....	7.8	34,528	922,542
Prince Edward Island.....	1.2	5,344	113,215
Nova Scotia.....	12.4	54,598	1,279,394
New Brunswick.....	11.9	52,531	1,201,301
Quebec.....	73.9	325,174	7,573,391
Ontario.....	86.0	378,193	8,872,112
Manitoba.....	10.6	46,603	1,083,403
Saskatchewan.....	6.1	26,778	601,754
Alberta.....	13.5	59,370	1,432,708
British Columbia.....	26.2	115,137	2,810,614
Total, Canada, June 1961.....	241.6	1,098,256	25,890,434
Total, Canada, May 1961.....	563.5	2,479,275	58,704,099
Total, Canada, June 1960.....	275.9	1,214,155	26,841,961

**TABLE E-2—CLAIMANTS CURRENTLY REPORTING TO LOCAL OFFICES BY  
NUMBER OF WEEKS ON CLAIM, PROVINCE AND SEX, AND  
PERCENTAGE POSTAL JUNE 30, 1961**

(Counted on last working day of the month)

SOURCE: Report on operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Total Claimants	Number of weeks on claim							Percent- age Postal	June 30, 1960 Total claimants
		2 or Less	3-4	5-8	9-12	13-16	17-20	Over 20		
Canada.....	266,876	70,370	26,365	37,142	32,029	24,073	18,594	58,303	27.6	296,445
Male.....	177,195	49,102	17,446	24,013	21,722	16,275	11,995	36,642	30.1	196,066
Female.....	89,681	21,268	8,919	13,129	10,307	7,798	6,599	21,661	22.7	100,379
Newfoundland.....	6,427	838	374	708	850	828	646	2,183	66.3	6,147
Male.....	5,435	676	303	597	735	748	564	1,812	68.9	5,089
Female.....	992	162	71	111	115	80	82	371	52.1	1,058
Prince Edward Island...	808	151	68	147	103	66	54	219	56.8	876
Male.....	516	105	45	102	69	39	33	123	63.2	566
Female.....	292	46	23	45	34	27	21	96	45.5	310
Nova Scotia.....	12,842	3,494	1,131	1,362	1,699	1,067	791	3,298	35.8	14,570
Male.....	10,242	3,012	927	1,022	1,380	804	578	2,519	35.0	11,926
Female.....	2,600	482	204	340	319	263	213	779	38.7	2,644
New Brunswick.....	9,625	1,621	792	1,220	1,783	1,030	633	2,546	52.6	9,437
Male.....	6,980	1,145	537	886	1,485	771	461	1,695	55.3	6,808
Female.....	2,645	476	255	334	298	259	172	851	45.3	2,629
Quebec.....	82,611	21,432	9,175	11,978	9,569	7,797	5,990	16,670	28.5	91,831
Male.....	54,861	14,177	6,019	7,730	6,513	5,619	4,205	10,598	31.1	60,361
Female.....	27,750	7,255	3,156	4,248	3,056	2,178	1,785	6,072	23.2	31,470
Ontario.....	93,959	26,126	9,478	13,255	10,808	7,832	6,157	20,303	20.0	111,104
Male.....	59,060	17,577	6,037	8,216	6,707	4,861	3,565	12,097	20.6	70,284
Female.....	34,899	8,549	3,441	5,039	4,101	2,971	2,592	8,206	18.9	40,820
Manitoba.....	10,695	2,298	884	1,730	1,432	1,227	930	2,194	20.6	8,907
Male.....	6,647	1,535	520	1,069	883	733	550	1,357	24.9	5,072
Female.....	4,048	763	364	661	549	494	380	837	13.5	3,835
Saskatchewan.....	5,652	1,166	461	816	774	551	424	1,460	43.2	5,635
Male.....	3,336	735	267	462	514	334	214	810	47.0	3,267
Female.....	2,316	431	194	354	260	217	210	650	37.7	2,368
Alberta.....	12,219	3,077	908	1,858	1,676	1,233	975	2,492	32.4	14,173
Male.....	8,081	2,113	584	1,203	1,137	801	604	1,639	36.7	9,759
Female.....	4,138	964	324	655	539	432	371	853	24.0	4,414
British Columbia.....	32,038	10,167	3,094	4,068	3,335	2,442	1,994	6,938	26.2	33,765
Male.....	22,037	8,027	2,207	2,726	2,299	1,565	1,221	3,992	28.6	22,934
Female.....	10,001	2,140	887	1,342	1,036	877	773	2,946	20.9	10,831

**TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE, JUNE, 1961**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	1,708	1,323	385	2,130	1,128	1,002	473
Prince Edward Island.....	236	156	80	253	165	88	69
Nova Scotia.....	5,649	2,920	2,729	5,680	4,431	1,249	1,227
New Brunswick.....	2,978	1,969	1,009	3,484	2,428	1,056	624
Quebec.....	34,837	21,284	13,553	37,556	27,307	10,249	9,369
Ontario.....	41,900	24,954	16,946	43,258	30,675	12,583	11,130
Manitoba.....	3,550	2,291	1,259	3,681	2,574	1,107	676
Saskatchewan.....	1,980	1,310	670	2,105	1,413	692	438
Alberta.....	4,635	2,878	1,757	4,975	3,444	1,531	1,160
British Columbia.....	15,372	8,885	6,487	15,311	11,050	4,261	3,491
Total, Canada, June 1961.....	112,845	67,970	44,875	118,433	84,615	33,818	28,621
Total, Canada, May 1961.....	162,059	109,152	52,907	172,745	140,623	32,122	34,209
Total, Canada, June 1960.....	128,465	76,949	51,516	133,641	99,789	33,852	34,024

\* In addition, revised claims received numbered 35,491.

† In addition, 36,720 revised claims were disposed of. Of these, 4,346 were special requests not granted and 1,410 were appeals by claimants. There were 8,214 revised claims pending at the end of the month.

**TABLE E-4—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

End of:	Total	Employed	Claimants
1961—May.....	3,898,000	3,557,000	341,000
April.....	4,126,000	3,412,900	713,100
March.....	4,210,000	3,372,000	838,000
February.....	4,247,000	3,374,200	872,800
January.....	4,240,000	3,393,100	846,900
1960—December.....	4,251,000	3,496,900	754,100
November.....	4,110,000	3,624,800	485,200
October.....	4,002,000	3,671,800	330,200
September.....	3,998,000	3,718,500	279,500
August.....	4,003,000	3,722,800	280,200
July.....	3,985,000	3,690,900	294,100
June.....	4,014,000	3,717,600	296,400
May.....	4,109,580	3,591,520	518,060(*)

\* The number of persons reporting to local offices as claimants during the first two weeks of book renewal. For other months, the claimants are as shown in Table E-2.



## F—Prices

**TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX**

1957 Weighted

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
1957—Year.....	122.6	118.6	127.3	108.2	133.2	139.9	134.2	109.1
1958—Year.....	125.7	122.9	129.3	109.5	136.6	146.6	142.0	110.1
1959—Year.....	127.2	122.2	131.5	109.7	140.5	151.0	144.4	113.8
1960—Year.....	128.4	122.6	132.9	111.0	141.1	154.8	145.6	115.8
1960—July.....	128.3	122.6	132.9	111.1	139.9	155.4	145.0	115.8
August.....	128.6	123.3	133.1	110.5	140.2	154.9	145.1	115.8
September.....	128.2	122.5	133.2	110.7	138.8	154.9	145.1	115.8
October.....	128.7	123.5	133.3	111.3	138.7	155.7	145.8	115.8
November.....	129.1	123.5	133.3	112.4	141.9	154.7	146.6	115.8
December.....	129.3	124.2	133.3	112.4	141.8	154.9	146.6	115.8
1961—January.....	129.2	124.4	133.2	111.6	141.1	155.0	146.3	115.8
February.....	128.9	124.0	133.1	111.5	141.1	154.6	146.7	115.7
March.....	129.1	124.0	133.2	111.8	141.0	154.4	146.6	115.7
April.....	129.1	123.9	133.2	111.9	141.0	155.3	145.5	115.8
May.....	129.0	123.2	132.9	112.4	141.8	155.3	146.0	115.8
June.....	129.0	123.5	132.9	112.5	141.2	155.0	145.8	115.8
July.....	129.0	124.9	132.9	112.2	138.7	155.1	145.0	115.8
August.....	129.1	125.3	132.9	112.1	139.0	154.6	145.4	116.1

**TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF JULY 1961**

(1949 = 100)

	Total			Food	Shelter	Clothing	Household Operation	Other Commodities and Services
	July 1960	June 1961	July 1961					
① St. John's, Nfld.....	116.5	117.0	116.9	112.0	114.2	110.7	111.9	132.9
Halifax.....	126.4	127.8	127.8	116.4	136.3	122.9	130.8	140.3
Saint John.....	128.6	129.7	129.7	121.5	140.8	121.0	124.6	144.2
Montreal.....	127.2	128.3	128.5	126.2	146.7	107.8	118.0	139.6
Ottawa.....	128.2	129.0	129.1	121.9	149.5	113.9	121.1	140.4
Toronto.....	130.1	130.2	130.5	122.2	152.7	114.6	123.7	139.7
Winnipeg.....	125.4	126.7	126.9	122.5	136.1	116.6	120.0	137.1
Saskatoon—Regina.....	124.0	124.7	125.2	120.5	124.4	124.1	126.2	131.2
Edmonton—Calgary.....	123.6	124.2	124.4	117.2	125.2	120.6	127.9	133.4
Vancouver.....	127.5	128.4	128.2	120.4	137.3	115.8	132.7	137.5

N.B. Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

① St. John's index on the base June 1951 = 100.

## G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts involving six or more workers and lasting at least one working day, and strikes and lockouts lasting less than one day or involving fewer than six workers but exceeding a total of nine man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not all belonged to the unions directly involved in the disputes leading to work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series see page 422, April issue.

**TABLE G-1—STRIKES AND LOCKOUTS, 1956-1961**

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1956.....	221	229	88,680	1,246,000	0.11
1957.....	242	249	91,409	1,634,880	0.14
1958.....	253	262	112,397	2,872,340	0.24
1959.....	203	218	100,127	2,286,900	0.19
*1960.....	272	278	48,812	747,120	0.06
*1960: July.....	22	37	5,186	39,100	0.03
August.....	32	43	10,856	127,560	0.11
September.....	33	57	13,072	115,280	0.10
October.....	34	59	9,242	92,640	0.09
November.....	28	61	5,889	52,520	0.05
December.....	12	29	1,891	30,160	0.03
*1961: January.....	6	21	2,346	28,140	0.03
February.....	8	18	1,601	20,320	0.02
March.....	21	34	4,426	41,160	0.04
April.....	18	30	6,265	59,240	0.06
May.....	33	50	12,001	107,480	0.10
June.....	21	38	12,323	128,020	0.12
July.....	28	41	8,826	94,560	0.09

\*Preliminary.

**TABLE G-2—STRIKES AND LOCKOUTS, JULY 1961, BY INDUSTRY**

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Logging.....	1	400	2,000
Fishing.....			
Mining.....	12	434	3,900
Manufacturing.....	14	5,528	47,090
Construction.....	4	1,301	19,230
Transportation, etc.....			
Public utilities.....	8	186	2,210
Trade.....	2	977	20,130
Service.....			
All industries.....	41	8,826	94,560

**TABLE G-3—STRIKES AND LOCKOUTS, JULY 1961, BY JURISDICTION**

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....	2	17	110
Prince Edward Island.....			
Nova Scotia.....	1	96	100
New Brunswick.....			
Quebec.....	5	650	4,050
Ontario.....	22	6,576	70,230
Manitoba.....		20	100
Saskatchewan.....	2	457	6,410
Alberta.....	6	229	2,120
British Columbia.....	2	781	11,440
Federal.....			
All jurisdictions.....	41	8,826	94,560

**TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, JULY 1961**

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			July	Accu- mulated		
LOGGING Canadian International Paper, Sarnia, Ont.	Carpenters Loc. 2817 (AFL-CIO/CLC)	400	2,000	2,000	July 13 July 19	Application of new minimum wage ordinance~ Camps closed.
MANUFACTURING <i>Clothing</i> Taran Furs, Montreal, Que.	Butcher Workmen Loc. 400 (AFL-CIO/CLC)	110	220	220	July 17 July 19	Alleged violation of existing agreement~Return of workers without loss of pay
CONSTRUCTION Building contractors, Toronto, Ont.	Building trades unions (Toronto Council AFL-CIO)	5,000	44,800	141,000	May 29 July 17	Union wages~Agreement on wages; acceptance of emergency arbitration board.
Canadian Betchel Co., Sarnia, Ont.	Plumbers Loc. 663 (AFL-CIO/CLC)	250	1,500	1,500	July 5 July 13	Jurisdictional dispute between unions~Agreement reached.
TRANSPORTATION ETC. <i>Transportation</i> Eastern Stevedoring, Toronto, Ont.	I.L.A. Loc. 1842 (AFL-CIO/CLC)	585	8,780	8,780	July 10 .....	Wages~
City of Calgary Transit System, Calgary, Alta.	Street Railway Employees Loc. 583 (AFL-CIO/CLC)	445	6,360	6,360	July 11 .....	Wages~
Various shipping companies, Hamilton, Ont.	I.L.A. Loc. 1654 (AFL-CIO/CLC)	196	2,660	2,660	July 12 .....	Wages~
SERVICE <i>Personal Service</i> Royal York Hotel, Toronto, Ont.	Hotel Employees Loc. 299 (AFL-CIO/CLC)	933	19,190	70,540	Apr. 24 .....	Wages~



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## Unemployment Insurance

## in Canada

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# EMPLOYMENT REVIEW

ECONOMICS AND RESEARCH BRANCH

## Employment and Unemployment, September

Employment decreased seasonally by 146,000 between August and September. The decline was largely among teen-agers who were leaving summer jobs to return to school. Employment of adult men dropped slightly, but the loss was more than offset by an increase in the number of employed women, mainly married women. Many of these were returning to teaching and other occupations after having left the labour market during the school holidays.

Unemployment declined by an estimated 15,000 to 308,000, which was 19,000 lower than a year earlier.

The labour force decreased by an estimated 161,000 during the month, somewhat more than employment. At 6,543,000, the labour force in September was 69,000 or just over 1 per cent higher than a year earlier, the smallest margin in more than two years.

### Employment

Agriculture and trade showed sizable employment declines, as is usual for this period. Employment in the service industry rose seasonally, reflecting, in part, the return of married women to teaching and other occupations at the end of the school holidays; the number of employed married women 20 to 64 years of age increased by an estimated 29,000. Manufacturing employment showed a further moderate increase during the month, reaching a level substantially higher than a year earlier.

All of the employment decline between August and September was among men and largely in the 14-19 year age group. Women's employment was unchanged, as the increase in the number of working women 20 years of age and over made up for the employment losses among teen-age girls.

Between the second and third quarter of 1961, manufacturing employment increased by 79,000. This increase, considerably more than might be expected for seasonal reasons, mainly reflects an upturn in durable goods production. During the third quarter, employment in the service industry increased more slowly than it did earlier in the year.

Employment in the third quarter was, on average, close to 2 per cent higher than a year earlier. The main gains were in service (74,000) and manufacturing (68,000). Smaller increases took place in trade and finance. Employment was down slightly over the year in construction, agriculture and other primary industries.

In September women's employment was 54,000 higher than a year earlier; men's employment was 34,000 higher. Non-agricultural industries provided 121,000 additional jobs, while farm employment declined by 33,000.

### Unemployment

Total unemployment dropped by an estimated 15,000 between August and September, a somewhat smaller decline than in most recent years. However, the decrease of 46,000 between July and September was considerably greater than seasonal.

Of the 308,000 unemployed in September, 270,000 were looking for full-time work, 22,000 were looking for part-time work and 16,000 were on temporary layoff. An estimated 104,000 persons had been unemployed for less than one month; 63,000 had been jobless for seven months or more, a considerably greater number than a year ago.

An estimated 250,000 men were unemployed in September. Of these, 133,000, or 53 per cent, were married. The unemployed men were divided fairly evenly among the age group 14-24 years, 25-44 years and 45 years or over.

Unemployed women numbered 58,000 in September. Of these, more than one half were under 25 years and more than one third under 20. An estimated 18,000 were married.

In the third quarter, unemployment averaged 4.9 per cent of the labour force, down seasonally from the previous quarter and also lower than a year earlier. The unemployment rate was lowest among office and professional workers. It was above the national average among labourers and in construction and transportation occupations. The sharpest drop from the second quarter was in the latter group, because of their highly seasonal employment pattern. Despite this decline, one of every eight labourers was jobless.

## Employment, Unemployment Trends in Canada and U.S.

The pace of economic activity has quickened noticeably in Canada and the United States during recent months after faltering in the last half of 1960 and the opening quarter of this year. In Canada, the seasonally adjusted index of industrial production increased steadily from March through June and dipped very slightly in July as a result of reduced activity in mining. The advances since March brought the index back to its earlier peak reached in January 1960. In the United States, the index of industrial production increased during July for the fifth consecutive month; in July the index was two points above the level of May 1960, immediately before the downturn started. The rebound in industrial production was more rapid in the United States than in Canada; the advances since March amounted to 9.8 per cent and 3.9 per cent respectively. This disparity is not surprising, since the earlier decline was considerably steeper in the United States.

In both countries recent advances in output have been accompanied by increases in employment. Employment in the United States followed a steady upward trend from March through August, after declining fairly consistently for about eight months. Sizable gains occurred in durable goods industries and in construction, trade and service. The upward trend was interrupted in September, mostly because farm work was curtailed by the hurricane, although the General Motors strike was a contributing factor. At 53.4 million, employment in non-agricultural establishments in August (seasonally adjusted) was 1.2 million above the March low and up slightly from the peak reached a year earlier. In Canada, employment has been moving ahead in an uneven fashion. Between March and September, non-farm employment in Canada (seasonally adjusted) rose by 2.1 per cent and in September was 2.2 per cent higher than a year earlier. Employment strengthened in service, trade and in the manufacturing of both durable and non-durable goods.

The length of the work week has risen more rapidly in the United States than in Canada. In the United States, 1.4 hours (seasonally adjusted) were added to the work week in manufacturing between December and July. At mid-summer, factory hours on the average were back to the normal 40-hour week.



In Canada, the work week in manufacturing has shown remarkable stability since the beginning of 1960. Last year, the average was 40.4 hours and it has varied very little so far this year.

Labour income, seasonally adjusted, increased by just over 1 per cent in Canada since the turn of the year, mainly reflecting the increase in employment. In the United States, the increase during this period was almost 2 per cent, reflecting the longer work week together with an upturn in employment. Average hourly earnings have changed very little in either country since the turn of the year.

Unemployment in Canada has shown a greater than seasonal decline during recent months. As a result, the September unemployment rate was a little lower than a year ago, 4.7 per cent compared with 5.1 per cent. In the United States, unemployment has remained steady since the beginning of the year, except for seasonal movements. The unemployed in September represented 5.7 per cent of the labour force, compared with 4.8 per cent a year earlier.

### Regional Summaries

Employment in the **Atlantic** region declined by an estimated 15,000 between August and September, a little more than is usual for this period. Agriculture and non-agricultural industries shared equally in the decrease.

Seasonal employment declines took place in fishing and fish processing plants. Employment developments in heavy manufacturing were mixed; further rehiring took place in shipbuilding, but iron and steel plants operated at reduced levels owing to a shortage of orders. Construction workers continued in strong demand in most parts of the region. Forestry employment increased somewhat during the month after declining in August as a result of the forest fire situation in Newfoundland.

Unemployment was 4,000 higher than a month earlier and 8,000 higher than a year earlier. Unemployment in September was 7.6 per cent of the labour force, compared with 6.8 per cent in August and 6.5 per cent a year before.

Employment in non-farm industries, at 504,000, was about 24,000 higher than a year earlier; farm employment declined by 16,000 to 55,000. All major industries except forestry and mining showed some improvement over the year.

In the week ended September 16, the labour force in the Atlantic region was estimated at 605,000, employment at 559,000 and unemployment at 46,000. The labour force was down 11,000 from August but up 16,000 from September 1960.

Employment in the **Quebec** region declined by 17,000 between August and September, less than usual for this time of year. About half of this decline took place in agriculture. The demand for labour was strong in many areas; in a few instances, local shortages in skilled occupations were reported. Employment in forestry was approaching a seasonal peak. Employment in manufacturing resumed an upward movement after a slight dip the previous month. The gain was concentrated in the non-durable goods industries, including textiles. Employment in the durable goods industries also advanced, with the notable exception of shipbuilding. Residential construction activity continued at a high level, but any employment gains were outweighed by declines in the non-residential sector.

Unemployment in September, at an estimated 114,000, was down from both a month and year earlier. It represented 6.3 per cent of the labour force, the same percentage as August but lower than the 6.4 per cent a year earlier.

In a year-to-year comparison, employment was unchanged as a result of offsetting movements among various industries. Forestry employment continued below last year's level, partly as a result of increased mechanization and changes in the pattern of operations, but manufacturing employment increased noticeably; the non-durable goods industries accounted for the bulk of the increase. Construction employment remained below the level of a year earlier, and the service-producing industries showed a slight drop, owing mainly to a decline in trade.

In the week ended September 16, the labour force in the Quebec region was estimated at 1,813,000; this was slightly lower than a year earlier and 19,000 lower than in August. Employment was estimated at 1,699,000—the September 1960 estimate was identical—compared with 1,716,000 in August.

Employment in the **Ontario** region declined by an estimated 61,000 between August and September, a normal decrease for this time of year, but was an estimated 39,000 higher than a year ago. A little less than half the decrease in the month was in agriculture.

As usual, the greater part of the decrease in non-farm employment took place in trade. Most reports indicate a further strengthening in manufacturing activity, particularly in canning plants, steel mills and electrical goods plants. Skilled machine shop workers were in strong demand in many areas. Seasonal layoffs occurred in the agricultural implements industry. Employment in the construction industry held fairly steady during the month, with continuing strong demands for skilled tradesmen.

Unemployment, at an estimated 83,000, was 12,000 lower than the August estimate and 26,000 lower than the estimate a year earlier. In September, unemployment represented 3.5 per cent of the labour force, compared with 3.9 per cent in August and 4.6 per cent in September 1960.

Employment in non-farm industries was 55,000 higher than a year earlier; farm employment was 16,000 lower. Much of the gain in non-farm employment was in manufacturing. Strong advances took place in many of the durable goods industries that were operating at relatively low levels last year. Employment in the service-producing industries was moderately higher than last year, mining employment was lower.

In the week ended September 16, the labour force in the Ontario region was estimated at 2,384,000, employment at 2,301,000, and unemployment at 83,000. Comparable estimates in August were 2,457,000 for the labour force, 2,362,000 for employment, and 95,000 for unemployment. September 1960 estimates were: labour force, 2,371,000; employment, 2,262,000; and unemployment, 109,000.

Employment in the **Prairie** region decreased by 40,000 between August and September, somewhat more than usual for the month. It fell to an estimated 1,122,000. This was still higher than the estimated 1,104,000 in September 1960.

Dry weather advanced the grain harvest in many areas and also enabled contractors to complete pipeline and other construction projects ahead of schedule. Despite a generally ample supply of workers, many areas reported seasonal shortages in construction, transportation and food processing.

Unemployment, at 34,000, was only slightly higher in September than in August but 11,000 higher than in September last year. It was 2.9 per cent of the labour force in September, 2.7 per cent in August and 2.0 per cent in September 1960.

Employment in September was 18,000, or 1.6 per cent, higher than a year earlier. More than half of this increase was in agriculture, and service accounted for most of the remainder. There was a marked increase in metal mining employment, a result of the nickel mining development in northern Manitoba, but total mining employment showed no increase over the year owing to lower employment in oil and gas exploration and a continued decline in coal mining. In construction, employment was down over the year, although the value of construction contracts awarded has recently been considerably higher than last year.

In the week ended September 16, the Prairie labour force was estimated at 1,156,000, a figure 38,000 lower than the August estimate but 29,000 higher than the September 1960 estimate.

Employment in the **Pacific** region declined seasonally between August and September; most of the decrease occurred in agriculture. The lifting of fire restrictions resulted in the resumption of forestry operations and in the recall of many forestry workers. Total manufacturing employment was somewhat lower than in the previous month, the result in part of the release of holiday replacements and in part of a decline in orders for iron and steel products. Most manufacturing industries, particularly the canning, wood products and ship-building industries, were operating at high levels of production and employment. Construction was a little more active than the previous month.

Unemployment declined, from an estimated 38,000 in August, to an estimated 31,000; the September 1960 estimate was 41,000. September unemployment represented 5.3 per cent of the labour force, compared with 6.3 per cent in August and 7.2 per cent in September last year.

Employment in September, at an estimated 554,000, was 23,000, or 4 per cent, higher than a year earlier. The rise in non-farm employment amounted to 30,000. This increase was fairly widespread, extending to all industrial divisions except transportation and construction.

In the week ended September 16, the labour force in the Pacific region was estimated at 585,000; this was 20,000 lower than the August estimate but 13,000 higher than the September 1960 estimate.

#### LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance	
	1		2		3	
	September 1961	September 1960	September 1961	September 1960	September 1961	September 1960
Metropolitan.....	—	1	3	6	9	5
Major Industrial.....	2	1	16	21	8	4
Major Agricultural.....	—	—	1	2	13	12
Minor.....	—	—	15	22	43	36
Total.....	2	2	35	51	73	57



# CLASSIFICATION OF LABOUR MARKET AREAS—SEPTEMBER

	SUBSTANTIAL LABOUR SURPLUS	MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)		Hamilton Vancouver— New Westminster Windsor	Calgary Edmonton Halifax Montreal Ottawa-Hull → QUEBEC-LEVIS → ST. JOHN'S Toronto Winnipeg	
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agricul- tural activity)	OSHAWA Sydney ←	Brantford Corner Brook Cornwall Joliette Lac St. Jean MONCTON New Glasgow ← Niagara Peninsula Peterborough Rouyn-Val d'Or Saint John Shawinigan Sherbrooke Timmins-Kirkland Lake Trois Rivières Victoria	→ FARNHAM-GRANBY Fort William- Port Arthur Guelph Kingston Kitchener London → SARNIA Sudbury	
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more agricultural)		YORKTON ←	Barrie Brandon Charlottetown → CHATHAM Lethbridge Moose Jaw North Battleford Prince Albert Red Deer Regina → RIVIERE DU LOUP Saskatoon Thetford-Lac Megantic- St. Georges	
MINOR AREAS (labour force 10,000-25,000)		Bridgewater Campbellton Central Vancouver Island Chilliwack Fredericton GASPE ← Lindsay ← PEMBROKE ← PRINCE GEORGE- QUESNEL ← Quebec North Shore Rimouski STE. AGATHE- ST. JEROME ← ST. JEAN ← ST. STEPHEN ←  Sorel	Bathurst Beauharnois Belleville-Trenton Bracebridge Brampton Cranbrook Dauphin Dawson Creek Drumheller Drummondville Edmundston Galt Goderich Grand Falls Kamloops Kentville → KITIMAT Lachute-St. Therese Listowel Medicine Hat Montmagny Newcastle North Bay Okanagan Valley Owen Sound Portage La Prairie Prince Rupert St. Hyacinthe St. Thomas Sault Ste. Marie Stratford Simcoe → SUMMERSIDE Swift Current Trail-Nelson Truro Valleyfield Victoriaville Walkerton Weyburn Woodstock, N.B. Woodstock-Tillsonburg Yarmouth	

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification used, see page 624, July issue.

# Current Labour Statistics

(Latest available statistics at October 13, 1961)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a).....(000)	Sept. 16	6,543	- 2.4	+ 1.1
Employed.....(000)	Sept. 16	6,235	- 2.3	+ 1.4
Agriculture.....(000)	Sept. 16	724	- 9.8	- 4.4
Non-agriculture.....(000)	Sept. 16	5,511	- 1.2	+ 2.2
Paid workers.....(000)	Sept. 16	5,073	- 1.4	+ 2.3
At work 35 hours or more.....(000)	Sept. 16	5,375	+ 3.6	- 0.7
At work less than 35 hours.....(000)	Sept. 16	642	+ 19.1	+ 18.0
Employed but not at work.....(000)	Sept. 16	218	- 66.7	+ 14.1
Unemployed.....(000)	Sept. 16	308	- 4.7	- 5.8
Atlantic.....(000)	Sept. 16	46	+ 9.5	+ 21.1
Quebec.....(000)	Sept. 16	114	- 1.7	- 1.7
Ontario.....(000)	Sept. 16	83	- 12.6	- 23.9
Prairie.....(000)	Sept. 16	34	+ 6.3	+ 47.8
Pacific.....(000)	Sept. 16	31	- 18.4	- 24.4
Without work and seeking work.....(000)	Sept. 16	292	- 3.0	- 4.3
On temporary layoff up to 30 days.....(000)	Sept. 16	16	- 27.3	- 27.3
Industrial employment (1949 = 100).....	July	122.4	+ 0.9	+ 0.4
Manufacturing employment (1949 = 100).....	July	110.8	- 0.4	+ 0.5
Immigration.....	1st 6 Mths. 1961	36,782	—	- 36.6
Destined to the labour force.....	1st 6 Mths. 1961	18,485	—	- 40.1
<i>Strikes and Lockouts</i>				
Strikes and lockouts.....	September	53	+ 12.8	+ 1.9
No. of workers involved.....	September	10,664	+ 32.2	- 10.2
Duration in man days.....	September	83,900	+ 29.9	- 26.8
<i>Earnings and Income</i>				
Average weekly wages and salaries (ind. comp.)....	July	\$78.30	- 0.3	+ 2.6
Average hourly earnings (mfg.).....	July	\$1.82	- 0.6	+ 2.8
Average hours worked per week (mfg.).....	July	40.6	- 1.0	0.0
Average weekly wages (mfg.).....	July	\$73.99	- 1.4	+ 2.7
Consumer price index (1949 = 100).....	Sept.	129.1	0.0	+ 0.5
Index numbers of weekly wages in 1949 dollars (1949 = 100).....	July	137.3	- 1.4	+ 1.8
Total labour income.....\$000,000	July	1,645	- 0.9	+ 4.2
<i>Industrial Production</i>				
Total (average 1949 = 100).....	August	171.2	+ 2.5	+ 5.3
Manufacturing.....	August	153.1	+ 2.5	+ 5.3
Durables.....	August	141.5	- 1.1	+ 5.0
Non-durables.....	August	163.0	+ 5.2	+ 5.4

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also page 624, July issue.

# COLLECTIVE BARGAINING REVIEW

ECONOMICS AND RESEARCH BRANCH

During September, negotiations were in progress for the renewal of 164 major collective agreements covering more than 400,000 workers in various industries across Canada. These negotiations resulted in the settlement of 17 major contracts that gave wage increases to approximately 32,000 workers. The volume of collective bargaining is expected to remain high for the rest of the year, as another 68 major agreements will terminate during the last quarter. Most of the 218,000 workers affected by these agreements are covered by 53 contracts scheduled to expire in December.

A highlight of the industrial relations scene in eastern Canada during September was the conclusion of the prolonged negotiations between the **United Mine Workers of America** and **Dominion Coal, Old Sydney Collieries**, and **Acadian Coal**. A new collective agreement signed during the month ended a series of extensions of the previous contract that expired in December 1959.

The settlement gave approximately 8,000 Maritime coal miners increased wages and some improvements in working conditions. In September 1960, the company had offered to renew the previous agreement with no change in wage rates, but with certain modifications in work rules. This offer was accepted by the union negotiating committee but rejected by the miners in a referendum vote. The union then called a district convention at which a new bargaining policy was formulated. At this time the situation was further complicated by the announced intention of Dosco to close three of its mines. Bargaining was resumed in July 1961, by which time two of the mines had been closed. In the new negotiations the union asked for a general wage increase of 30 cents an hour, adoption of a revised pension plan, union shop, eight paid statutory holidays, and three instead of two weeks annual vacation with pay.

The final agreement gave the miners a general wage increase of 46 cents a day effective October 1, 1961, to bring the basic rate up to \$12 daily; an extra holiday for a total of five annually; changed work rules and a change in the method of payment of the incentive bonus. The union executive recommended acceptance of these terms on the grounds that they were the best that could be hoped for in view of the difficulties faced by the coal industry, and in a referendum vote conducted at the end of September the members voted to accept the agreement.

In Canada's pulp and paper industry, collective bargaining on the West Coast was completed during August. In eastern Canada, however, a number of expired agreements remained to be negotiated. Six of these contracts were settled in September, providing wage increases and other benefits for approximately 10,800 pulp and paper workers. At **Abitibi Power and Paper**, the **Paper Makers**, the **Pulp and Paper Mill Workers** and other unions representing 5,000 workers employed at Port Arthur, Fort William, Sault Ste. Marie, Iroquois Falls and Sturgeon Falls in Ontario, Pine Falls in Manitoba and Beupre in Quebec signed a new one-year agreement providing a general wage increase of 5 cents an hour. Shift premiums were increased by 1 cent an hour, raising the differentials to 6 cents an hour for the afternoon and 9 cents for the evening shifts. The company also agreed to contribute an additional 25



cents a month for each employee toward the cost of the medical, surgical and hospital plan, and to grant an additional floating holiday for a total of eight paid holidays annually.

One-year agreements providing for increases of 5 cents in hourly rates and 1 cent in shift differentials were also reached at **Price Bros.**, Kenogami and Riverbend, Que., and at **Ontario Paper Company** and **Provincial Paper** in Thorold, Ont. Two settlements in the industry provided smaller wage increases; at **K.V.P.** in Espanola, Ont., the new agreement called for a general wage increase of 3 cents an hour and 1 cent in shift differentials, and at **Anglo-Newfoundland Development**, in Grand Falls, Nfld., the one-year agreement gave 1,600 employees an additional 2 cents an hour in wages and 2 cents an hour in shift differentials.

These settlements brought the number of new agreements reached with eastern Canada mills to 15. Negotiations continued at the end of the month with a number of other companies, including Spruce Falls and Kimberley-Clark, Ontario-Minnesota Pulp and Paper, Great Lakes Paper, Consolidated Paper, Canadian International Paper, and Bowater's Newfoundland. In Newfoundland, the negotiating committee of the **Paper Makers**, the **Pulp and Paper Mill Workers** and other unions representing 2,000 employees of **Bowater's Newfoundland Paper** applied for a conciliation board to assist in the negotiations. The company reportedly agreed to increased wages and welfare payments patterned after those granted by Abitibi and Ontario Paper. But disagreement arose over the company's proposals to give management the right to change shifts at its discretion, and to change the vacation clause so as to permit the introduction of continuous operation.

During September, negotiations continued between the **Steel Company of Canada** and the **United Steelworkers of America**, representing approximately 8,000 employees at the company's two plants in Hamilton. The union announced that agreement had been reached on most non-monetary items dealing primarily with the administrative sections of the contract, such as grievance procedures, seniority, etc., but that the economic issues, including wages, health and welfare provisions and pensions, were still unresolved. With respect to wages, Stelco offered a total of 8 cents an hour in two equal steps over the life of a three-year agreement, with the first increment of 4 cents an hour on August 1, 1962 and the second on August 1, 1963. The union request for a comprehensive medical plan was countered by a company offer to extend coverage of the current plan to include in-hospital medical care up to \$3 a day, with surgical plan to cover employees, dependents and both present and future pensioners. On pensions, the union demanded vesting rights after 10 years of service and a reduction in the pensionable age to 60; the company proposed a change in the current pension formula that would raise the maximum pension from \$110 to \$120 a month. At the end of September the union applied for the services of a conciliation officer to assist in the negotiations on these and other items that still remained outstanding after nearly four months of bargaining. In addition to the 8,000 Stelco employees, another 7,500 workers in Canada's basic steel industry were affected by the concurrent negotiations between the **Steelworkers** and **Algoma Steel** in Sault Ste. Marie and the **Notre Dame Works** of the **Steel Company of Canada** in Montreal.

In a new development in the five-month-old strike at the **Royal York Hotel** in Toronto, the Ontario Labour Relations Board granted the **Hotel and Restaurant Employees Union** permission to prosecute the hotel for alleged breaches of the Ontario Labour Relations Act. The complaint arose when

the hotel, some 10 weeks after the strike began, gave the employees the option of a return to work on the company's terms by July 16 or dismissal. The union contended that the hotel management had violated the Act on two counts: first, that the employees were threatened with dismissal if they did not return to work, and second, that the management refused to employ or to continue to employ some of its employees engaged in a lawful strike. After hearing the arguments of both parties, the Board decided that the issues involved were questions of law that could only be settled by the courts, and therefore granted the union leave to prosecute.

Collective bargaining in Canada's automobile industry began in September when bargaining teams from **General Motors** and the **United Automobile Workers** met to discuss a new agreement to replace the existing three-year contract expiring on October 31. It is reported that the union negotiators, representing 18,000 GM employees in Oshawa, Scarborough, Windsor, St. Catharines and London, will seek, among other things, to narrow the difference in the wages earned by the company's Canadian and United States employees.

## Collective Bargaining Scene

Agreements covering 500 or more employees,  
excluding those in the construction industry

### Part I—Agreements Expiring During October, November and December

(except those under negotiation in September)

Company and Location	Union
Asbestos Corporation, Thetford Mines, Que. ....	Mining Empl. Federation (CNTU)
Assn. Patronale des Services Hospitaliers, (5 hospitals), Drummondville & others, Que. ....	Service Empl. Federation (CNTU)
Avro & Orenda Engines, Malton, Ont. ....	Machinists (AFL-CIO/CLC) (salaried empl.)
B.C. Electric, province-wide .....	Office Empl. (AFL-CIO/CLC)
Bell Telephone, Que. & Ont. ....	Cdn. Telephone Empl. (Ind.) (clerical empl.)
Bell Telephone, Que. & Ont. ....	Cdn. Telephone Empl. (Ind.) (equip. salesmen)
Bell Telephone, Que. & Ont. ....	Cdn. Telephone Empl. (Ind.) (plant dept.)
Bell Telephone, Que. & Ont. ....	Traffic Empl. (Ind.) (traffic)
Brewers' Warehousing, province-wide, Ont. ....	Brewery Wkrs. (AFL-CIO/CLC)
Building material suppliers, Vancouver & Fraser Valley, B.C. ....	Teamsters (Ind.)
C.B.C., company-wide .....	Moving Picture Machine Operators (AFL-CIO/CLC)
C.N.R., C.P.R., other railways, system-wide .....	15 unions (non-operating empl.)
Can. Steamship Lines, Ont. & Que. ....	Seafarers (AFL-CIO)
Canadian Celanese, Drummondville, Que. ....	Textile Wkrs. Union (AFL-CIO/CLC)
Canadian Marconi, Montreal, Que. ....	Salaried Empl. Assoc. (Ind.)
Cdn. Cannery, Vancouver, Penticton, Kelowna & Ashcroft, B.C. ....	Packinghouse Wkrs. (AFL-CIO/CLC)
Chrysler Corporation, Windsor, Ont. ....	Auto Wkrs. (AFL-CIO/CLC)
Cockshutt Farm Equip., Brantford, Ont. ....	Auto Wkrs. (AFL-CIO/CLC)
Cyanamid of Canada, Welland, Ont. ....	Chemical Wkrs. (AFL-CIO/CLC)
Dominion Stores, Toronto, Hamilton & other locations, Ont. ....	Retail, Wholesale Empl. (AFL-CIO/CLC)
Dosco Fabrication Divs., Trenton, N.S. ....	Steelworkers (AFL-CIO/CLC)
Dow Brewery, Montreal & Quebec, Que. ....	Brewery Wkrs. (AFL-CIO/CLC)
Dryden Paper, Dryden, Ont. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
DuPont of Canada, Shawinigan, Que. ....	Cellulose Wkrs. Assoc. (Ind.)
Eastern Can. Stevedoring, Halifax, N.S. ....	Railway Clerks (AFL-CIO/CLC)
Edmonton City, Alta. ....	I.B.E.W. (AFL-CIO/CLC)
Eldorado Mining, Eldorado, Sask. ....	Mine, Mill & Smelter Wkrs. (Ind.)
Fisheries Assn., B.C. ....	United Fishermen (Ind.) (herring fishermen)
Ford Motor, Windsor, Oakville & North York, Ont. ....	Auto Wkrs. (AFL-CIO/CLC)
Garment Mfrs. Assn., Winnipeg, Man. ....	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
Hiram Walker & Sons, Walkerville, Ont. ....	Distillery Wkrs. (AFL-CIO/CLC)
Hopital Hotel-Dieu, Montreal, Que. ....	Service Empl. Federation (CNTU)
Hospitals (6), Montreal & District, Que. ....	Service Empl. Federation (CNTU)
Johnson's Asbestos, Thetford Mines, Que. ....	Mining Empl. Federation (CNTU)
Kelly, Douglas, company-wide, B.C. ....	Empl. Assoc. (Ind.)
Ladies Cloak & Suit Mfrs. Assn., Winnipeg, Man. ....	Ladies Garment Wkrs. (AFL-CIO/CLC)

Company and Location	Union
Lake Asbestos of Que., Black Lake, Que. ....	Mining Empl. Federation (CNTU)
Lake Carriers' Assn., eastern Canada .....	Seafarers (AFL-CIO)
Mannesmann Tube, Sault Ste. Marie, Ont. ....	Steelworkers (AFL-CIO/CLC)
Maritime Tel. & Tel. & Eastern Electric, company-wide .....	I.B.E.W. (AFL-CIO/CLC)
Massey-Ferguson, Toronto, Brantford & Woodstock, Ont. ....	Auto Wkrs. (AFL-CIO/CLC) (plant empl.)
Miramichi Lumber, Chatham Industries & others, Miramichi Ports, N.B. ....	Miramichi Trades & Labour (Ind.)
Motor Trans. Ind. Relations Bureau (north. general freight), Ont. ....	Teamsters (Ind.)
Motor Trans. Labour Relations Council, B.C. ....	Teamsters (Ind.)
National Harbours Board, Montreal, Que. ....	Railway Clerks (AFL-CIO/CLC)
Nfld. Employers' Assn., St. Johns, Nfld. ....	Longshoremen's Protective Union (Ind.)
Northwestern Utilities & Cdn. West Natural Gas, Alta. ....	Empl. Benefit Assn. (Ind.) & Empl. Welfare Assn. (Ind.)
North York Township, Ont. ....	Public Empl. (CLC) (outside wkrs.)
Notre Dame Hospital, Montreal, Que. ....	Service Empl. Federation (CNTU)
Ottawa City, Ont. ....	Public Empl. (CLC)
Ottawa Civic Hospital, Ottawa, Ont. ....	Public Empl. (CLC)
Ottawa Transportation Commission, Ont. ....	Street Railway Empl. (AFL-CIO/CLC)
Page-Hersey Tubes, Welland, Ont. ....	U.E. (Ind.)
Phillips Electrical, Brockville, Ont. ....	I.U.E. (AFL-CIO/CLC)
Regina General Hospital, Regina, Sask. ....	Public Empl. (CLC)
Rio Algom Mines, (Nordic Mine), Algoma Mills, Ont. ....	Steelworkers (AFL-CIO/CLC)
Rio Algom Mines, (Milliken Mine), Elliot Lake, Ont. ....	Steelworkers (AFL-CIO/CLC)
Rowntree Co., Toronto, Ont. ....	Retail, Wholesale Empl. (AFL-CIO/CLC)
Scarborough Township, Ont. ....	Public Empl. (CLC) (outside wkrs.)
Shawinigan Power, company-wide, Que. ....	Empl. Assn. (Ind.)
Sorel Industries, Sorel, Que. ....	Metal Trades Federation (CNTU)
Toronto Transit Commission, Ont. ....	Street Railway Empl. (AFL-CIO/CLC)
University Hospital, Saskatoon, Sask. ....	Building Service Empl. (AFL-CIO/CLC)
Vancouver City, B.C. ....	Civic Empl. (Ind.) (outside wkrs.)
Vancouver City, B.C. ....	Public Empl. (CLC) (inside wkrs.)
Victoria Hospital, London, Ont. ....	Building Service Empl. (AFL-CIO/CLC)
Winnipeg City, Man. ....	Fire Fighters (AFL-CIO/CLC)

## Part II—Negotiations in Progress During September

Bargaining	Union
Company and Location	
Algoma Ore Properties, Wawa, Ont. ....	Steelworkers (AFL-CIO/CLC)
Algoma Steel, Sault Ste. Marie, Ont. ....	Steelworkers (AFL-CIO/CLC)
Alta. Govt. Telephones (Plant Dept.) company-wide .....	I.B.E.W. (AFL-CIO/CLC)
Atlantic Sugar Refineries, Saint John, N.B. ....	Bakery Wkrs. (CLC)
Avro & Orenda Engines, Malton, Ont. ....	Machinists (AFL-CIO/CLC) (plant empl.)
Automatic Electric, Brockville, Ont. ....	I.U.E. (AFL-CIO/CLC)
B.C. Electric, company-wide .....	I.B.E.W. (AFL-CIO/CLC)
Cdn. International Paper, N.B., Que. & Ont. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & Oper. Engineers (AFL-CIO)
Cdn. Steel Foundries, Montreal, Que. ....	Steel & Foundry Wkrs. (Ind.)
Clothing Mfrs. Assn., Quebec, Farnham & Victoriaville, Que. ....	Clothing Wkrs. Federation (CNTU)
Cluett Peabody, Kitchener & Stratford, Ont. ....	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
Crane Limited, Montreal, Que. ....	Steelworkers (AFL-CIO/CLC)
Distillers Corp., Ville LaSalle, Que. ....	Distillery Wkrs. (AFL-CIO/CLC)
Dominion Stores, Montreal & vicinity, Que. ....	Retail Clerks (AFL-CIO/CLC)
Dom. Structural Steel, Montreal, Que. ....	Mine Wkrs. (Ind.)
Donahue Bros., Clermont, Que. ....	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Dosco, Cdn. Bridge, Walkerville, Ont. ....	Steelworkers (AFL-CIO/CLC)
Dosco (Wabana Mines), Bell Island, Nfld. ....	Steelworkers (AFL-CIO/CLC)
Edmonton City, Alta. ....	Public Empl. (CLC) (clerical empl.)
Fry-Cadbury, Montreal, Que. ....	Bakery Wkrs. (CLC)
General Motors & subsidiaries, Oshawa, Windsor, St. Catharines, Scarborough & London, Ont. ....	Auto Wkrs. (AFL-CIO/CLC)
Montreal Trans. Commission, Que. ....	Railway, Transport & General Wkrs. (CLC)
Motor Trans. Ind. Relations Bureau, Ont. ....	Teamsters (Ind.) (drivers)
Motor Trans. Ind. Relations Bureau, Ont. ....	Teamsters (Ind.) (mechanics)
Northern Electric, Toronto, Ont. ....	Communications Wkrs. (AFL-CIO/CLC)
Province of Saskatchewan .....	Sask. Civil Service (CLC) (classified services)
Provincial Transport, Que. ....	Railway, Transport & General Wkrs. (CLC)
Que. Natural Gas, company-wide .....	Chemical Wkrs. (AFL-CIO/CLC)
Royal Victoria Hospital, Montreal, Que. ....	Bldg. Service Empl. (AFL-CIO/CLC)



Company and Location	Union
Safeway, Shop-Easy & others, Victoria, Vancouver & New Westminster, B.C. ....	Butcher Workmen (AFL-CIO/CLC) Oil Wkrs. (AFL-CIO/CLC)
Sask. Power Corp., province-wide .....	
Sask. Wheat Pool (Elevator Div.) Ont., Man., Sask. & B.C. ....	Sask. Wheat Pool Empl. (CLC) Empl. Council (Ind.) Teamsters (Ind.)
Shell Oil, Montreal East, Que. ....	Steelworkers (AFL-CIO/CLC) Steelworkers (AFL-CIO/CLC) Steelworkers (AFL-CIO/CLC) Merchant Service Guild (CLC) Teamsters (Ind.) Street Railway Empl. (AFL-CIO/CLC)
Smith Transport, Montreal, Que. ....	
Stelco (Canada Works), Hamilton, Ont. ....	
Stelco (Hamilton Works), Hamilton, Ont. ....	
Stelco, Montreal, Que. ....	
Towboat Owners' Assn., B.C. ....	
Trucking Assn. of Que., province-wide .....	
Winnipeg Transit Dept., Man. ....	
<b>Conciliation Officer</b>	
Assn. des Marchands Détaillants (Produits Alimentaires), Quebec, Que. ....	Commerce Empl. Federation (CNTU) Public Empl. (CLC) (clerical empl.)
Calgary City, Alta. ....	
Campbell Chibougamau Mines, Chibougamau, Que. ....	Steelworkers (AFL-CIO/CLC) Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Cap de la Madeleine & Three Rivers, Que. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Grand'Mere, Que. ....	Pulp & Paper Wkrs. Federation (CNTU) Pulp & Paper Wkrs. Federation (CNTU) Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Les Escoumins, Que. ....	Pulp & Paper Wkrs. Federation (CNTU) Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Consolidated Paper, Ste-Anne de Portneuf, Que. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Shawinigan, Que. ....	
Donnacona Paper, Donnacona, Que. ....	Textile Wkrs. Union (AFL-CIO/CLC) Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
E. B. Eddy, Hull, Que. ....	I.B.E.W. (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Great Lakes Paper, Fort William, Ont. ....	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) Steelworkers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Hamilton Cotton & subsids., Hamilton, Dundas & Trenton, Ont. ....	Air Line Pilots (Ind.) Sales Empl. (Ind.)
Howard Smith Paper, Cornwall, Ont. ....	
Kimberley-Clark Paper, Terrace Bay, Ont. ....	
Marathon Corp. of Can., Marathon, Ont. ....	
Noranda Mines, Noranda, Que. ....	
Ont.-Minnesota Paper, Fort Francis & Kenora	
Spruce Falls & Kimberley-Clark, Kapuskasing, Ont. ....	
T.C.A. company-wide .....	
T.C.A. company-wide .....	
<b>Conciliation Board</b>	
B.A. Oil, Clarkson, Ont. ....	Oil Wkrs. (AFL-CIO/CLC) Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Bowater's Nfid. Paper, Corner Brook, Nfid. ....	Cement Wkrs. (AFL-CIO/CLC) Locomotive Engineers (Ind.) Locomotive Firemen & Enginemen (AFL-CIO/CLC)
Canada Cement, N.B., Que., Ont., Man. & Alta.	Trainmen (AFL-CIO/CLC) Locomotive Engineers (Ind.) Locomotive Firemen & Enginemen (AFL-CIO/CLC)
C.N.R., system-wide .....	Trainmen (AFL-CIO/CLC) Pulp & Paper Wkrs. Federation (CNTU) Public Empl. (CLC)
C.N.R., system-wide .....	Teamsters (Ind.) Public Service Empl. (CLC) Oil Wkrs. (AFL-CIO/CLC) Machinists (AFL-CIO/CLC) Typographical Union (AFL-CIO/CLC) Public Service Empl. (CLC)
C.N.R., system-wide .....	
C.P.R., system-wide .....	
C.P.R., system-wide .....	
C.P.R. system-wide .....	
Consolidated Paper, Port Alfred, Que. ....	
Hamilton General Hospitals, Hamilton, Ont. ....	
Motor Trans. Ind. Relations Bureau (car carriers), Ont. ....	
Ontario Hydro, company-wide .....	
Polymer Corporation, Sarnia, Ont. ....	
Sangamo Company, Leaside, Ont. ....	
Union composing rooms, Toronto, Ont. ....	
Winnipeg City, Man. ....	
<b>Post-Conciliation Bargaining</b>	
Cdn. Westinghouse, Hamilton, Ont. ....	U.E. (Ind.)
<b>Arbitration</b>	
Hotel Dieu St. Vallier, Chicoutimi, Que. ....	Service Empl. Federation (CNTU)
<b>Work Stoppage</b>	
Hotel Royal York (CPR), Toronto, Ont. ....	Hotel Empl. (AFL-CIO/CLC)

### Part III—Settlements Reached During September 1961

(A summary of major terms on the basis of information immediately available. Figures for the number of employees covered are approximate.)

**ABITIBI POWER & PAPER, QUE., ONT. & MAN.—PAPER MAKERS (AFL-CIO/CLC), PULP & PAPER MILL WKRS. (AFL-CIO/CLC):** 1-yr. agreement covering 5,000 empl.—a general wage increase of 5¢ an hr.; 1¢ an hr. increase in shift premium increasing the afternoon shift differential to 6¢ an hr. and the evening to 9¢ an hr.; 1 additional floating holiday for a total of 8 paid holidays annually; company contribution to medical, surgical and hospital plan increased by 25¢ a mo. for each employee.

**ANGLO-NFLD. DEVELOPMENT, GRAND FALLS, NFLD.—PAPER MAKERS (AFL-CIO/CLC), PULP & PAPER MILL WKRS. (AFL-CIO/CLC):** 1-yr. agreement covering 1,600 empl.—a general wage increase of 2¢ an hr.; shift differentials increased by 2¢ an hr.

**ASSN. PATRONALE DU COMMERCE, (HARDWARE), QUEBEC, QUE.—COMMERCE EMPL. FEDERATION (CNTU):** 3-yr. agreement covering 500 empl.—\$2 a wk. increase retroactive to May 1, 1961; a further \$2 a wk. eff. Mar. 16, 1962 and a final \$2 a wk. increase eff. Mar. 16, 1963; increases not applicable to empl. eligible for regular increments of at least \$2 during the yr.

**ASSN. PATRONALE DES MFRS. DE CHAUSSURES, QUEBEC, QUE.—LEATHER & SHOE WKRS. FEDERATION (CNTU):** 2-yr. agreement covering 1,500 empl.—a general wage increase of 3% retroactive to June 1, 1961; an additional 3% increase eff. Feb. 1, 1962 plus 6% increase eff. Sept. 1, 1962; starting June 1, 1962 there will be no Saturday work for the three summer months; all new empl. to become union members after 30 days; eff. Jan. 1, 1963 the work week will be reduced from 48 to 45 hrs.

**ASSN. PATRONALE DES SERVICES HOSPITALIERS, QUEBEC, QUE.—SERVICES FEDERATION (CNTU) (MALE):** 2-yr. agreement covering 800 empl.—\$5 a wk. wage increase retroactive to June 15, 1961; an additional \$2 a wk. increase eff. July 1, 1962; work week to be reduced from 44 to 40 hrs. with no loss in pay, eff. Oct. 1, 1962; 3 wks. vacation after 8 yrs. continuous service (previously 3 wks. after 10 yrs.); 1 additional paid holiday annually for a total of 10.

**ASSN. PATRONALE DES SERVICES HOSPITALIERS, QUEBEC, QUE.—SERVICES FEDERATION (CNTU) (FEMALE):** 2-yr. agreement covering 1,600 empl.—an increase of \$4 a wk. retroactive to June 15, 1961; an additional \$2 a wk. eff. June 1, 1962; work week reduced from 44 to 40 hrs. without loss in pay eff. Oct. 1, 1962; 3 wks. vacation after 8 yrs. continuous service (previously 3 wks. after 10 yrs.); 1 additional paid holiday for a total of 10 paid holidays annually.

**DOMINION COAL, SYDNEY, N.S.—MINE WKRS. (IND.):** 2-yr. agreement covering 7,000 empl.—general increase of 46¢ a day for an 8-hr. day eff. Oct. 1, 1961; 1 additional paid holiday; a change in the method of payment of incentive bonus.

**EDMONTON CITY, ALTA.—PUBLIC EMPL. (CLC) (OUTSIDE WKRS.):** 2-yr. agreement covering 1,500 empl.—general wage increase of 3¢ an hr. retroactive to Jan. 1, 1961; an additional 4¢ an hr. eff. Sept. 3, 1961.

**FOOD STORES (VARIOUS), WINNIPEG, MAN.—RETAIL CLERKS (AFL-CIO/CLC):** 3-yr. agreement covering 1,200 empl.—food clerks to receive wage increases of 9¢ an hr. eff. Sept. 11, 1961, an additional 5¢ an hr. eff. June 11, 1962, a further 5¢ on Jan. 7, 1963 and final 3½¢ an hr. eff. June 3, 1963; food clerks to receive \$60 retroactive pay; probationary empl. will receive 3¢ an hr. retroactive to Jan. 1, 1961; after final increase new base rates for food clerks with 2 yrs. seniority will be \$1.80½ an hr. for male empl. and \$1.57½ for female; eff. in 1963 empl. to receive 3 wks. vacation after 10 yrs. continuous service (previously 3 wks. after 12 yrs.).

**HOLLINGER MINES, TIMMINS, ONT.—STEELWORKERS (AFL-CIO/CLC):** 2-yr. agreement covering 1,100 empl.—4¢ an hr. increase for all empl. during the first year of the agreement and 3¢ an hr. general increase during the second year.

**K.V.P. COMPANY, ESPANOLA, ONT.—PAPER MAKERS (AFL-CIO/CLC), PULP & PAPER MILL WKRS. (AFL-CIO/CLC) & I.B.E.W. (AFL-CIO/CLC):** 1-yr. agreement covering 750 empl.—general wage increase of 3¢ an hr.; shift differentials increased by 1¢ an hr.

**MINER RUBBER, GRANBY, QUE.—RUBBER WKRS. (AFL-CIO/CLC):** 2-yr. agreement covering 725 empl.—general wage increase of 2¢ an hr. retroactive to Jan. 1, 1961; an additional 2¢ an hr. eff. April 1, 1962 and a final 3¢ an hr. increase eff. April 1, 1963; 4 wks. annual vacation after 25 yrs. continuous service (previously no provision for 4 wks. vacation); bereavement leave introduced into the agreement.

**OKANAGAN SHIPPERS' ASSN., OKANAGAN VALLEY, B.C.—CLC-CHARTERED LOCAL:** 1-yr. agreement covering 4,000 empl.—3% increase to all hourly and piece-work rates; an additional 5¢ an hr. to mechanics who use their own tools; 3 wks. vacation after 10 yrs. continuous service for all permanent empl. (previously no provision for 3 wks. vacation); changes in seniority clause; provision made for leave of absence; reduction in probationary and qualifying periods.

**OLD SYDNEY COLLIERIES, SYDNEY MINES, N.S.—MINE WKRS. (IND.):** 2-yr. agreement covering 1,000 empl.—general increase of 46¢ a day for an 8-hr. day eff. Oct. 1, 1961; 1 additional paid holiday; a change in the method of payment of incentive bonus.

**ONTARIO PAPER, THOROLD, ONT.—PAPER MAKERS (AFL-CIO/CLC), PULP & PAPER MILL WKRS. (AFL-CIO/CLC) & OTHERS:** 1-yr. agreement covering 1,100 empl.—general wage increase of 5¢ an hr. retroactive to May 1, 1961; shift premiums increased by 1¢ an hr. raising differentials for afternoon shifts to 6¢ and evening shifts to 9¢ an hr.; 1 additional floating holiday annually; company to contribute an additional 25¢ per employee per month toward the cost of the Ontario hospital services to a total of \$4.50 per month per employee; establishment of a joint union-management committee to study improvements in the company's group insurance and pension plans.

**PRICE BROS., KENOGAMI & RIVERBEND, QUE.—PULP & PAPER WKRS. FEDERATION (CNTU):** 1-yr. agreement covering 1,800 empl.—general wage increase of 5¢ an hr. retroactive to May 1, 1961; shift premiums increased by 1¢ an hr. raising the differentials to 6¢ an hr. for the afternoon and 9¢ for the evening shifts; 1 additional floating holiday.

**PROVINCIAL PAPER, THOROLD, ONT.—PULP & PAPER MILL WKRS. (AFL-CIO/CLC):** 1-yr. agreement covering 500 empl.—general increase of 5¢ an hr.; shift premiums increased by 1¢ an hr. raising differentials to 6¢ an hr. for afternoon and 9¢ an hr. for evening shifts.

## NOTES OF CURRENT INTEREST

### National Productivity Council Formulates Objectives

One early misinterpretation held by some persons was that the National Productivity Council Act established an economic planning council with advisory or executive powers, said H. George De Young, Chairman of the National Productivity Council, at a press conference after the latest meeting of the Council, in Ottawa on September 26.

"This is not the case," he continued. "The Council is concerned with the productivity and competitiveness of the Canadian economy."

At its September 26 meeting, the Council unanimously agreed on a statement of objectives (see box, facing page).

At his press conference, Mr. De Young reported that several working parties had been established to work toward achievement of the Council's objectives, and staff recruited to assist in implementing the Council's program.

Five major projects are being implemented by the Council, Mr. De Young said. They are:

1. *Research*—Dr. John Convey, Director, Mines Branch, Department of Mines and Technical Surveys, and Dr. H. Zimmerman, Chairman, Defence Research Board, head the Research Committee, which will assist in improving means of disseminating research information to industry. Also, this Committee will work to foster greater industrial research in Canada, particularly for the benefit of small businesses.

2. *Labour-Management Co-operation*—The Council will be working through the labour movement, management and the Department of Labour to expedite the formation of "on the job" labour-management committees. Committees are being formed to deal with problems of production, safety, etc., which are outside the area of collective bargaining.

3. *Training and Retraining*—A program is being implemented to stimulate greater training and retraining of the labour force with the assistance of governments. Such a program is being established to help in the orderly transition of workers who may be displaced through market shifts, product replacement, technological changes or other economic factors. Miss Anna Speers and Claude Jodoin of the Council are assisting in this program.

4. *Provincial and Regional Councils or Committees* are being established, with the support of provincial governments, to co-operate in the work of the National Council and to bring to its attention the problems affecting productivity within provinces. The provincial committees will be supported by local area committees. All provincial governments have pledged support. (On September 25, Premier Stanfield announced the appointment of a Productivity Committee for Nova Scotia.\*)

\*The members: Chairman, A. Russell Harrington, Nova Scotia Light and Power Company Ltd.; C. M. Anson, Dominion Steel and Coal Corp. Ltd.; J. B. Cox, Agriculturist; William D. Hagen, Hobb Engineering Works, Ltd.; Lawrence S. Mushkat, Cosmos Imperial Mills, Ltd.; Clarence Porter, D. Porter and Sons, Ltd.; Ronald G. Smith, National Sea Products, Ltd.; C. A. Webber, Vice-President, Nova Scotia Federation of Labour; William H. Marsh, President, District 26, United Mine Workers of America; V. Michael Knight, provincial Deputy Minister of Trade and Industry; and R. E. Anderson, provincial Deputy Minister of Labour.



## NATIONAL PRODUCTIVITY COUNCIL

### Statement of Objectives

In interpreting its objectives under the Act of Parliament establishing it, the National Productivity Council agreed unanimously at its meeting on September 26, 1961, on the following:

The standard of living of everyone in Canada depends primarily on the productive efficiency of its industries and services, and on the effective use of the country's human and material resources.

The task of the National Productivity Council is to promote a national unified effort to stimulate the productive efficiency of all Canadian industries and services.

The Council recognizes that improvements in productivity ultimately must be carried out in the factories, farms, forests, fisheries, mines, transportation services, offices, stores and other workplaces. This means that every Canadian has an opportunity to participate in this effort and has a personal stake in its success.

The Council recognizes that Canada has come to be regarded as one of the industrial nations of the world. To maintain this position requires that industries in all parts of the country strengthen their competitive position in export and domestic markets and thus create new and expanding employment opportunities for Canadian workers.

The Council recognizes that increased productivity depends on the most efficient use of all our resources, of human effort, materials, scientific knowledge, production techniques and of management and labour organizations. It also depends on a continuous strengthening of these resources and their efficient adaptation to the changing requirements of the economy.

Realizing that there are already many national, provincial and local efforts which contribute to reaching these objectives, the Council will direct its work primarily to:

(a) Co-ordinating and improving these present efforts directed toward increasing productivity and by supporting these unified efforts through working with provincial productivity councils or committees, organized labour, local committees, universities and other educational organizations, national organizations, and all other interested groups;

(b) Stimulating the development of new activities to improve production and distribution methods, to extend and apply more effectively research to industry, to develop better human and industrial relations, to widen the application of progressive management practices and to strengthen the skill of the work force through training and re-training.

*5. Work Study and Method Improvement*—A committee of the Council, consisting of George C. Metcalf, Marcel Pepin and B. G. Barrow, has prepared a program to assist all types of business and industry in realizing the most effective utilization of all their resources. Already a pilot program has been established in Nova Scotia to develop and train instructors in the techniques of method improvement. These instructors will carry out training throughout industry and other organizations in the Atlantic Provinces.

John Dickinson, Executive Director of the Council, has been working in all of these fields. On October 1, G. Keith Cowan, at present administrator of communications and training in the Chrysler Corporation of Canada, would

join the Council staff as Program Director, Mr. De Young announced. After Mr. Cowan's appointment, regional offices of the Council will be established, under his direction, in various provinces.

The first regional appointment is expected to take place soon in the Atlantic Provinces, where the Council's representative will work with the Atlantic Provinces Economic Council and other organizations.

The Council met September 25 with the Minister of Justice and some of his staff, Mr. De Young said. Indicating the willingness of his department to work with industry in improving productivity for the national good, the Minister said his department was prepared to study proposed plans put forth by industry for the "ratification of productive facilities and to advise on their position with respect to combines legislation."

The implementation of the Council's programs now underway will assist the Canadian economy in the fuller utilization of Canada's resources, human and material, and in fostering increased job opportunities, Mr. De Young said.

## Dr. W.R. Dymond Appointed Assistant Deputy Minister

The appointment of Dr. William R. Dymond, Director, Economics and Research Branch, Department of Labour, as an Assistant Deputy Minister of the Department of Labour was announced on September 18.

He succeeds George V. Haythorne, whose appointment as Deputy Minister of Labour was announced in February.

The Department has two Assistant Deputy Ministers. The other is Gordon Cushing, former Executive Vice-President of the Canadian Labour Congress.

Dr. Dymond holds a Master of Arts degree in Economics from the University of Toronto and a Doctor of Philosophy degree, also in Economics, from Cornell University. During the past several years

Dr. Dymond has been a sessional lecturer in labour economics at Carleton University, Ottawa.

Dr. Dymond joined the Department of Labour in the Economics and Research Branch in 1951, having previously been on the staff of the Department of Economics at the University of Massachusetts. Shortly after his entry into the service, he was appointed Head of the Manpower Division of the Branch. On January 1, 1957, he took over the Directorship of the Branch.

## Quebec Enters Technical and Vocational Training Agreement

The federal Government and the Province of Quebec last month entered into an agreement whereby both governments will co-operate in providing technical and vocational Training Agreement, was signed by Quebec.

The agreement, the Technical and Vocational Training Agreement, was signed by Hon. Michael Starr, Minister of Labour, on behalf of the federal Government and by Hon. Paul Gérin-Lajoie, Minister of Youth, on behalf of the Government of Quebec.

Under the agreement, the Province agrees to establish and operate those programs necessary to develop fully the manpower resources of the province. The federal Government agrees to contribute financially on the following basis: 75 per cent of provincial expenditures on buildings and equipment up to March 31, 1963; 75 per cent of provincial operating expenditures on the training of unemployed persons; 50 per cent of provincial operating expenditures on technician training, trade and other occupational training, training in co-operation with industry, training for disabled persons, training of technical and vocational teachers; up to 50 per cent, on an allotment basis, for vocational high school programs.



Dr. W. R. Dymond



## Bank of Nova Scotia Appoints Canada's First Women Managers

The first women managers of branch banks in Canada were appointed last month by the Bank of Nova Scotia. They are: Miss G. Marcellus, in Ottawa, and Mrs. Shirley D. Giles, in Toronto.

J. D. Gibson, General Manager of the Bank of Nova Scotia, called the appointments "a logical development of the banking business," adding "we will continue to appoint qualified women to senior posts as appropriate openings arise."

The employment of large numbers of women in banks came about during the war years; at the present time about 55 per cent of the staff of the Bank of Nova Scotia across Canada are women. They are engaged not only as secretaries, stenographers, machine operators and tellers but as accountants and branch department heads; one woman is an assistant supervisor of staff. Three of the six economists in the head office are women; the late Dr. Lucy Morgan was supervisor of the economics department of the bank.

## Administrators of Labour Legislation Hold 20th Meeting

The Canadian Association of Administrators of Labour Legislation held its 20th annual conference in Halifax from July 25 to 28. The deputy ministers and about 50 senior officers of the federal and provincial departments of labour took part in the sessions. Also in attendance were the Ministers of Labour of Nova Scotia, Ontario, Manitoba and Saskatchewan, and representatives of the Unemployment Insurance Commission, the Northwest Territories Administration, the International Association of Governmental Labor Officials, the Association of State Mediation Agencies in the United States, and the Canada Branch of the International Labour Office.

The program included a general review of recent legislative and administrative developments in all provinces and the federal field, two sectional meetings on various aspects of labour relations and labour standards legislation, and a general session on the "Training of Skilled Manpower".

The labour relations sessions were devoted to a discussion of bargaining units and related matters, and problems arising out of the termination of bargaining rights. Methods of determining minimum wages in Canada and in other countries, wage

protection, vacation pay and fair employment practices legislation were among the topics discussed by the labour standards officers.

The delegates were welcomed by Hon. Stephen T. Pyke, Minister of Labour of Nova Scotia. The guest speaker at the annual dinner was Dr. W. R. Bird, Chairman of the Historic Sites Committee of the Province of Nova Scotia.

The officers of the Association for 1961-1962 are: W. Elliott Wilson, Q.C., Deputy Minister of Labour, Manitoba, President; K. A. Pugh, Deputy Minister of Labour, Alberta, Past President; R. E. Anderson, Deputy Minister of Labour, Nova Scotia, 1st Vice-President; G. T. Dyer, Deputy Minister of Labour, Newfoundland, 2nd Vice-President; and Evelyn Best, federal Department of Labour, Secretary-Treasurer.

## Costs Decrease, Revenue Rises For Canadian Coal Mines

Operating costs in 1960 for the Canadian coal-mining industry as a whole, based on marketable coal output, decreased by 3 cents or 0.4 per cent to a total of \$7.50 per net ton. Revenue from coal sales, based on the tonnage of coal sold, at an average of \$7.54 per ton is an increase of 4 cents, or 0.5 per cent, the Dominion Coal Board reported last month.

Five of the cost components showed increases, ranging from 1 cent to 18 cents per ton, the greatest increases being for maintenance, repairs and supplies, and labour. Eight of the cost components showed decreases, ranging from 1 cent to 20 cents per ton, the greatest decrease being for distribution. Two of the cost components showed no change.

Total expenditures for the industry as a whole for labour and workmen's compensation were \$38,782,000, an average of \$3.46 or an increase of 9 cents per ton. Maintenance, repairs and supplies at \$1.33 per ton increased by 18 cents, the total expenditure for 1960 being \$14,861,000.

Increases in per man-day production were reported for four areas, ranging as follows: New Brunswick, 24.6 per cent; Alberta Domestic (underground), 18.3 per cent; Saskatchewan, 15.6 per cent; British Columbia and Yukon, 12.6 per cent. Decreases were reported for three areas: Alberta Mountain, 22.4 per cent; Alberta Domestic (stripping) 1.3 per cent; Nova Scotia, 1.1 per cent. The industry as a whole showed a 1.8-per-cent decrease.



## Collective Bargaining Developing New Lines as World Changes

If collective bargaining is to preserve its meaning it must in the future take a larger account of the responsibilities that the new forces loose in the world have thrust upon the nation, said W. Willard Wirtz, United States Under Secretary of Labor, in a recent address.

"The procedures of collective bargaining are already developing along new lines... an essential part of this development will be a converging and a co-ordination of public and private decision-making in the whole area of labour relations," he said.

He went on to say that he saw "a prospect of more reliance in collective bargaining on the principles of government, more use in government of the resources and procedures of collective bargaining, and that co-ordination of the two processes which will enhance the effectiveness of both."

Two developments in labour relations stemming from changes in the world were examined by the speaker.

One of these was the existence of 5,000,000 unemployed in the United States, amounting to 6.9 per cent of the working force—"the cold, statistical profile of the effect of the technological revolution on the American work force, of men being replaced by machines and being unable to find new jobs."

The other was the expansion of cotton textile industries that was one of the first results of the industrialization of the countries of Asia and Africa. These new industries were selling textiles to the United States at prices that American mills could not match. Partly as a result of the sharp rise in such imports into the United States during the past five years, employment in American textile mills had "dropped ominously."

This experience raised the dilemma of how the high living standards of American workers was to be maintained in the face of such competition, Mr. Wirtz remarked.

One answer to such developments was that they had nothing to do with collective bargaining. The implications of such an answer, however, must be made clear, he said.

When a company representative at the bargaining table refused to discuss what happened to people laid off when the company brought in new equipment, he was "in effect asking the Government to take over a responsibility, the discharge of which he will then later condemn, probably as 'socialism'."

"When a union representative meets the same problem by insisting that permanent sinecures be arranged for men who are no longer actually needed in the plant, he weakens collective bargaining by using it to produce a wrong answer, which won't stand up—for an economy that must achieve its full growth to survive cannot afford a manpower waste," the speaker said.

He went on to argue that when a company and a union agree to a wage increase that will require a price increase that makes the product unable to compete with foreign goods, "and then put 'Buy American' stickers on their automobiles and go to Washington to demand higher tariffs or import quotas, they are using collective bargaining to sap the national economy of its strength."

What collective bargaining can do to meet these problems is a question that remains to be answered. But unless it succeeds in meeting them, "it will be relegated in the future to matters of house-keeping in the plant, to administering procedures for handling discharge cases, establishing safety programs, devising seniority systems that don't cover the crucial cases, dividing up pies whose size is determined some place else," the speaker predicted.

As a first proposition, he asserted that in a world that has shrunk overnight and in a national economy in which each part depends on every other part, "the continuation of private collective bargaining as the important force in the future it has been in the past depends on the decision of the bargainiers to exercise, or not to exercise, responsibility for the concerns that affect the whole economy."

One significant and encouraging development had to do with the use of economic force. Collective bargaining had grown up "on the theory that its essential motive power is the right of either side to say 'No,' regardless of justification or lack of it, and to back this up by shutting down the operation."

But, the speaker thought, "the destructive power of the available force has become too great for it to be used freely and fully." Although the strike and the lockout might continue to be used in small disputes, in large and vital industries the use of such weapons was coming to occupy the same position as the atom bomb in war.

Mr. Wirtz made it clear that there was no prospect that the right to strike or to lockout would be taken away. It was simply that the deadly effects of shutting down an essential industry, and the refusal of the public to tolerate it, were now so generally recognized that those responsible

for administering collective bargaining were working to find substitutes.

"A perhaps more widespread development involves the increasing use of neutrals, independent third parties, 'public members,' as integral agencies of the collective bargaining process; not just as arbitrators called in after the parties are set on a collision course, but as participants in the negotiation process itself, or even in the pre-negotiation phases of the private deliberations."

The evidence suggests, Mr. Wirtz said, that these private parties are being brought in as something more than mere agreement brokers, and that "these procedures are resulting in the development of factual data from which more rational bargaining can proceed; that points of view are being presented to the parties which are based not just on compromise, but on more responsible reason; that the parties are being given in advance a clearer picture of what they may expect in terms of public reaction

to their positions, which will ultimately be so influential on any disputed settlement."

Turning to the question of how far, if at all, collective bargaining between a particular employer and his employees can solve on a national scale "such problems as technological displacement, or the reconciliation of high standards of living and free trade as co-ordinate national objectives," the speaker thought that it could do so only in part. In the matter of technological displacement, for example, private collective bargaining could provide severance pay. "It is clear that the brunt of the retraining job must fall upon the Government," he declared.

The heart of the whole problem of technological displacement, however, was that "there must be more jobs to be filled—which is obviously beyond the competence of any particular team of collective bargainors."

## HOUSE OF COMMONS DEBATES

### A Guide to Items of Labour Interest in Hansard

(page numbers refer to Hansard)

**September 7**—Session resumes.

**September 8**—*Regular leave*—vacation, sick and special—is granted to civil servants regularly employed on a part-time basis in proportion to the number of hours worked, the Secretary of State says in reply to a question. For example, a person working half-time would receive half the normal leave credits. Persons employed sporadically, or on a casual basis, are not granted leave, the Minister explains (p. 8110).

**September 11**—*Regulations re shipbuilding* (how Canadian shipowners can qualify for subsidies on Canadian-built ships) will be printed in *Votes and Proceedings* this date, the House agrees (p. 8153).

**September 12**—*Debate resumed* on second reading of Bill C-9, to amend the Canada Fair Employment Practices Act to extend its application to the Civil Service (p. 8253). Time allotted to private members' bills expires before question put (p. 8259).

**September 13**—*Only reason for recruitment* by Loblaw Groceries Co. of 500 Canadians to work in Great Britain is that the company is opening up 40 new stores in Great Britain in the immediate future and, it finds, there is a great lack of experience in the supermarket business there, the Minister of Labour says in reply to a question as to whether this event reflects the proposals of the National Productivity Council for lessening unemployment in Canada (p. 8287).

**September 18**—*Resolution* preceding introduction of a measure to amend the National Housing Act moved by the Minister of Public Works. The measure would increase: the maximum available for direct loans by Central Mortgage and Housing Corporation from \$1,500,000,000 to \$2,000,000,000; the maximum allotted to housing research and community planning from \$5,000,000 to \$10,000,000; the maximum available for loans for university housing projects from \$50,000,000 to \$100,000,000; and the maximum allotted for loans for municipal sewage treatment projects from \$100,000,000 to \$200,000,000 (p. 8482). After debate, the motion is agreed to and Bill C-128 is read the first time (p. 8499).

**September 19**—*Second reading of Bill C-128*, to amend the National Housing Act, is moved (p. 8539). During the debate, the Minister of Public Works says that "when a company wants to gamble on developing a mine in the north country one can naturally expect that the company and not the Canadian people should bear the risk involved in building houses. Hence, after our experience in Elliot Lake . . . we are now seeing to it that any houses that are built in that area [Thompson, Man.] are guaranteed by the International Nickel Company, if they are for their employees." (p. 8553). Motion agreed to, bill read the second time and House goes into committee (p. 8551). Bill read the third time and passed (p. 8555).

**September 20**—*Housing loans* for new mining towns have not been ended, the Minister of Public Works explains in answer to a question, but the Government wants "the mining company to guarantee the loan so that if there is any default and the mine does go out of business, it will not be the employee who will suffer . . ." (p. 8592).

*Question of changes in the Railway Act* to clarify the meaning of Section 182, which requires a railway in certain circumstances to compensate employees for expenses of moving, will be referred to a standing committee at the next session, the Minister of Transport replies to a question (p. 8595).

*Department of Labour estimates* considered by House in committee of supply (p. 861).

*Appointment of a committee* to go into the whole question of the proposed amendments to the Unemployment Insurance Act, after the Government had announced in the Speech from the Throne that legislation would be brought forward at this session to provide amendments to the Act, is "a device by which [the Government] hopes to remove from this House not only the responsibility for formulating a policy but for discussing the measure prior to the formulation of that policy," Hon. Paul Martin says during the debate on the Department of Labour estimates (p. 8607).

*The wage rate at HMC Dockyard, Halifax*, was \$2.05 an hour on July 5, while "the prevailing rate for comparable work in Nova Scotia ran as high as \$2.80 an hour," Frank Howard (Skeena) asserts, during the debate on the Department of Labour estimates (p. 8610).

**September 21**—*The winter works program* "reduces the number of unemployed for a specific period and makes the unemployment picture look better, but I feel that very often this is done at the expense of using up jobs which would become available later in the year in the normal course of events, when the work could be done more effectively and at lower cost to the taxpayer," C. W. Carter (Burin-Burgoon) says during the debate on the Department of Labour estimates (p. 8636).

*"Prevailing rates employees in HMC Dockyard, Halifax*, are identified with comparable shipyards trades . . . in the past they found this in their interest. Now they do not; therefore they want to move away from it . . . What they are asking for is a fundamental change in Government policy," says E. L. Morris, Parliamentary Secretary to the Minister of Trade and Commerce

and Member for Halifax, in defending the Government's policy during the debate on the Department of Labour estimates (p. 8638).

*The municipal winter works program*, during the three winters it has been in operation, has provided an estimated 214,440 jobs; the number of man-days of work provided is estimated at 8,812,394, the Minister of Labour says during the debate on his Department's estimates (p. 8653). He outlines other measures put into effect by the Government to relieve unemployment.

*Tables showing the federal Government's share of the capital and operating costs of various vocational training programs since and including 1957* are presented by the Minister of Labour, and printed in Hansard (p. 8683).

*Tables showing payments to the provinces* by the federal Government in connection with municipal winter works incentive programs during the years 1958 to 1961, inclusive, are presented by the Minister of Labour, and printed in Hansard (p. 8690).

*Tables showing the numbers of unemployed persons given training in various trades from April 1, 1960 to March 31, 1961*, in the cost of which the federal Government shared, are given by the Minister of Labour, and printed in Hansard (p. 8693).

*Department of Labour estimates* completed (p. 8706). (For details of items passed in committee of supply see p. 8711).

**September 26**—*Federal payments to provincial governments under the Unemployment Assistance Act* during each year from the inception of the Act in 1956 to 1961, inclusive, given in a table presented by the Minister of National Health and Welfare, and printed in Hansard (p. 8974). The total amounts paid were: 1956-57—\$7,875,568; 1957-58—\$8,233,125; 1958-59—\$23,933,534; 1959-60—\$40,166,426; and 1960-61—\$51,520,085.

**September 27**—*"Holiday pay for Dominion Coal employees* will be allocated on the basis of normal earnings for six-day work week." This was the answer sent on August 24 to an inquiry from the Phalen local of the United Mine Workers in Nova Scotia, regarding the reduction in unemployment insurance benefits during the week following the vacation period in the coal mines, the Parliamentary Secretary to the Minister of Labour says in reply to a question (p. 8976).

**September 28**—The fourth session of the 24th Parliament of Canada is prorogued (p. 9106).



# 20 Years of Unemployment Insurance

Unemployment insurance has been in operation since July 1, 1941. In the 20 years since, payments from the Unemployment Insurance Fund have totalled more than \$3,250,000,000. Payments now total more than \$400,000,000 each year

Unemployment insurance has been in operation in Canada since July 1, 1941. During the 20 years since the inception of the 1940 Act, cumulative payments from the Unemployment Insurance Fund have exceeded \$3,250,000,000. Annual payments now total more than \$400,000,000.

To mark the 20th anniversary of the insurance plan, the Dominion Bureau of Statistics included a special feature, "Twenty Years of Unemployment Insurance," in the *Statistical Report on the Operation of the Unemployment Insurance Act* for July. The LABOUR GAZETTE has published a monthly summary of the operation of the Act since the Act's inception.

During the 20 years, the insured population has almost doubled; the yearly total of initial and renewal claims has increased 100 times, the annual average of claimants at month-end 50 times, and total benefits paid in a year almost 1,300 times. Helped by the trend to higher earnings together with increases in benefit rates the average weekly benefit payment has more than doubled in the 20-year period.

Net revenue received by the Unemployment Insurance Fund has risen from \$28,500,000 in 1941 to \$157,400,000 in 1950 and to \$331,600,000 in 1960. The balance in the Fund reached \$921,200,000 at the end of 1953, dropped to \$896,600,000 at the end of 1954 and to \$890,900,000 at the end of 1955, then rose to \$926,800,000 at the end of 1956. Since then it has dropped to \$320,900,000 at the end of 1960 (see following story).

## Insured Population

The insured population has risen from a total of 2,302,500 in 1942 to 2,618,600 in 1950 and to 4,109,600 in 1960. The number of claims per 1,000 insured workers has risen from 11.7 in 1942 to 439.2 in 1950, and to 657.1 in 1960.\* During four of the ten years 1951-60 the claim rate has been

\*The number of claims filed is not synonymous with the number of persons filing claims. In general, a claim is filed each time an insured person, confronted with a new period of unemployment, decides to apply for benefit. If he has benefit rights, a renewal claim will be taken; otherwise, it will be an initial claim. One person may therefore file several claims during the course of the year. Hence, the total number of claims would exceed the number of persons.

well above 600 per 1,000, and for two other years it was just short of 600.

Despite the increases in coverage† over the years, the insured population in 1960 accounted for roughly the same proportion of the non-agricultural paid worker segment of the labour force as in 1942 (80 per cent). This would indicate that increases in coverage have been offset by the growth of the numbers of non-insured workers. For example, marked expansion in employment has occurred in certain segments of the service industry, such as education and hospitals, where coverage is low. With the continuing trend to higher earnings, it is quite probable that a higher proportion of wage-earners is excluded because of the earnings ceiling, even though the ceiling has been raised to \$5,460. Another reason for the widening gap is the high unemployment rate for teenagers, for whom a low claim rate due to insufficient credits lessen the chance of their being included within the concept of the insured population. The annual total of initial and renewal claims, which was 26,900 in 1942, had risen to 1,150,200 in 1950 and to 2,700,400 in 1960.

Among the factors that have contributed to the continuing growth over the years in the claim rate are:

—The marked expansion in construction and trade, industries in which there is considerable seasonal fluctuations in employment, compared with the more moderate rate of growth in manufacturing, in which employment is more stable.

—The substantial increase in the number of women employed, especially married women, along with the expansion of the service industries, married women comprise a little more than half the female insured population, but in 1959, for example, married women accounted for 61 per cent of the regular benefit periods terminated, and 67 per cent of the weeks paid in respect of females. They are also on the average, employed for shorter periods than other women.

†Several of the groups to which coverage has been extended, such as seamen, longshoremen and fishermen, although of some significance from the claims standpoint, are small in relation to the total insured population. Even the loggers, the largest group brought into the scheme, hardly account for 2 per cent of the paid workers.

—The extension of coverage to persons engaged in seasonal industries such as logging, fishing and inland water transportation.

—The introduction of seasonal benefit.

#### **Claimants at Month-end**

The yearly average of the number of claimants reporting to local offices of the National Employment Service on the last working day of each month has risen from a monthly average of 10,000 in 1944 to an average of 149,000 in 1949, to 188,000 in 1950—the year in which supplementary or seasonal benefit was first paid—and to 518,000 in 1960. The movement in the number of claimants has been influenced partly by economic factors, but also by the terms of the Act and its regulations.

The markedly seasonal character of the claim intake is reflected in the sharp rise that occurs during the fall and winter months each year. The contracting phases of the business cycles, 1948-49, 1953-54, 1957-58 and 1960, were reflected in a substantial rise in the claim load. Beginning with the winter 1957-58, the peak claim load has occurred in December; prior to that winter, it was in January. To some extent this is associated with the beginning of the payment of seasonal benefit in December rather than in January, as it was prior to 1957-58. The month of lowest claim fluctuates between July and August.

The total amount of benefit paid per year has increased from \$370,000 in 1942 to \$98,980,000 in 1950 and to \$481,840,000 in 1960.

During the period, the average weekly benefit payment has risen from \$10.82 in 1942 to \$14.18 in 1950 and to \$22.32 in 1960.

Increases in benefit payments over the years are a function of several influences. These include: higher claim loads; increases in benefit rates, together with the trend to higher earnings; amendments to the Act, such as an extension of the period during which seasonal benefit is paid; and the inclusion of new groups whose claim rate is likely to be high, e.g., loggers and fishermen.

Owing to seasonal fluctuations in employment, chiefly of males, many of whom draw at the higher rates, the number of claimants and the total amount of benefit paid vary widely from one month to another within the same year.

In 1944, the first year for which there is a complete record, the number of claimants ranged from 4,000 in July to 19,000 in December. In 1948, the minimum number

was 47,000 in September, and the maximum was 153,000 in February. In 1950, with seasonal benefit in effect, the minimum was 89,000 in September, and the maximum 368,000 in March. By 1960 the minimum and maximum had risen from 280,000 in August and September to 823,000 in March respectively.

During 1942, the total benefit paid each month varied from \$30,000 in March and in several other months, to a maximum of \$50,000 in May. During 1948 it ranged from \$1,690,000 in September to a maximum of \$6,630,000 in March. During 1950, with seasonal benefit in effect, it varied from a minimum of \$3,570,000 in October to a maximum of \$16,640,000 in March. In 1960, the minimum was \$19,700,000 in July, and the maximum \$74,850,000 in March.

These figures should be considered in the light of the main amendments to the Act.

#### **Unemployment Insurance Act**

The original Unemployment Insurance Act, given Royal Assent on August 7, 1940, was fundamentally revised effective October 2, 1955. The Act is compulsory, and until April 1, 1957, applied only to persons engaged under a contract of service. The extension of coverage to the fishing industry on April 1, 1957, however, brought under the Act not only fishermen who worked under a contract of service, but also those who worked as "lone workers" or "self-employed." Coverage within the fishing industry is thus more comprehensive than in any other industry.

A complete list of the occupations excluded from coverage is contained in the Act. These include such employments as agriculture, domestic service, school teaching and employment on other than an hourly, daily, piecework or mileage basis with annual earnings exceeding \$5,460. Persons employed on an hourly, daily, piecework or mileage basis are insured regardless of the level of their earnings.

Equal contributions are required from employers and employees, the specific amount varying with the employee's weekly earnings. The federal Government contributes an additional one fifth of this total and pays administration costs.

The weekly benefit rate is related to the weekly contribution, which varies between defined earnings classes. In this way, the insurance payment is related to the loss incurred by the insured person. Weekly contributions for employees range from 10 cents where weekly earnings are under \$9 to 94 cents in respect of earnings of \$69 and over. Maximum weekly benefit rates

are \$27 to individuals claiming at the single person rate and \$36 for those with a dependent. The duration formula allows one week of benefit for every two contribution weeks within the two years previous except where a second claim follows within two years, in which case the duration is somewhat reduced. An allowable earnings feature provides that where earnings in a week exceed 50 per cent of the claimant's benefit rate, his weekly benefit payment is reduced by this excess.

Under the seasonal benefit provisions of the Act, the regular contribution requirements are relaxed somewhat during a 5½-month period, beginning with the first week of December each year. This permits workers unable to fulfil the normal requirements for benefit to draw seasonal benefit if they have at least 15 weeks in insured employment during the fiscal year, or have terminated benefit since the previous mid-May. A claimant who draws the maximum duration in December on regular benefit (52 weeks) and then qualifies for seasonal benefit at the opening of the period may have benefit extended for another 24 (or 25) weeks, or an over-all 76 (or 77) weeks, provided, of course, he fulfils the other conditions for the receipt of benefit.

#### Amendments

Since the Act was passed the following amendments to the Act and changes in the regulations have been made:\*

—Coverage extended to employment in transportation by air, by order-in-council dated August 1, 1945.

—Coverage extended to professional nurses, other than those employed on private duty, by order-in-council dated August 21, 1945, with effect September 3, 1945.

—Coverage extended to employment in lumbering and logging in British Columbia, by order-in-council dated May 28, 1946, with effect August 1, 1946.

—Coverage extended to employment in transportation by water, by amendment to the Act in 1946, with effect October 1, 1946 (L.G. 1946, p. 1468).

—Employees paid on a weekly basis excluded if earnings more than \$3,120, by amendment to the Act, October 1, 1946 (L.G. 1946, p. 1469).

—Ceiling for employees paid on a monthly basis raised from \$2,400 to \$3,120 by order-in-council dated December 3, 1947, with effect January 1, 1948 (L.G. 1947, p. 1813).

\*The LABOUR GAZETTE references in parentheses are to reports of the changes published at the time of the change.

United States unemployment insurance benefits are inadequate to meet the objectives of the unemployment insurance program, U.S. Secretary of Labor Arthur J. Goldberg has said in a letter to the Chairman of the House Ways and Means Committee.

Enclosing a copy of a study of unemployment benefit adequacy made in six states between 1954 and 1958, the Secretary pointed out that the surveys found that "the average weekly benefit of the claimant who was head of a family of four amounted to no more than 78 per cent, and sometimes as little as 56 per cent" of the money needed for such absolute necessities as food, shelter, clothing, utilities, and medical care. "In none of the surveys made did the average weekly benefit cover as much as half of the average weekly outlay for all expenses on the part of such families," Secretary Goldberg wrote.

—Coverage extended to stevedores by order-in-council dated February 24, 1948, effective April 1, 1948 (L.G. 1948, p. 416).

—Amendments to Act provide new contribution and benefit rates and establish a new class of insured persons, effective October 4, 1948 (L.G. 1948, p. 1140).

—Unemployment insurance and the services of the National Employment Service automatically become available to the people of Newfoundland when the new province entered the Confederation on March 31, 1949 (L.G. 1949, p. 394).

—Coverage extended to skilled tradesmen employed on farms at their own trade and to construction tradesmen temporarily employed by hospitals and charitable institutions, by order-in-council dated December 13, 1949, effective December 28, 1949 (L.G. 1950, p. 230).

—Coverage extended to employees in lumbering and logging other than in British Columbia, by a Special Order gazetted March 22, 1950, with effect April 1, 1950.

—Contribution and benefit rates amended, and ceiling for salaried employees raised from \$3,120 to \$4,800 a year, by amendments to the Act passed by Parliament on February 28, 1950, to come into effect on July 3 of the same year (L.G. 1950, p. 791).

—Benefit rates increased by amendment to the Act that received the Royal Assent on July 4, 1952, with effect on that date (L.G. 1952, p. 1195).

—Coverage extended to printing tradesmen on weekly rate, regardless of earnings, by order-in-council dated July 16, 1953, effective August 1, 1953.

—Benefit made payable during illness, injury or quarantine for persons unemployed at time disability occurred, by amendment to the Act, with effect August 3, 1953 (L.G. 1953, p. 1116).



—Coverage extended to landscape gardeners, unless employed mainly in nurseries, by order-in-council dated December 29, 1953, effective March 1, 1954.

—Act revised October 2, 1955. Maximum duration of benefit reduced from 52 to 36 weeks (L.G. 1955, p. 1021).

—Act amended on August 8, 1956, to enable coverage to be extended to fishermen, and Section 45 (2) amended to provide that only 24 of the required 30 contribution weeks need be in the past 50 weeks, or since the beginning of the last benefit period, whichever period is longer (L.G. 1956, p. 1120).

—Contributions to the Unemployment Insurance Fund by commercial fishermen to

begin on April 1, 1957, and consideration of applications for benefit to begin on January 1, 1958; changes approved by order-in-council dated March 28, 1957 (L.G. 1957, p. 608).

—Married women's regulations (Section 161 of the Act) rescinded by order-in-council, effective November 17 (L.G. 1957, p. 1503).

—Ceiling for salaried employees raised from \$4,800 to \$5,460, contribution rates increased, and maximum duration of regular benefits raised again from 36 to 52 weeks, by amendment to the Act on July 8, with effect September 27, 1959 (L.G. 1959, p. 899).

## Report of Unemployment Insurance Advisory Committee for Year Ended March 31, 1961

Committee quotes Actuary's forecast of a further severe drop in Unemployment Insurance Fund in 1961-62. Fund likely to be exhausted sometime early in 1962

There will probably be a further severe drop in the Unemployment Insurance Fund in 1961-62, and the Fund is likely to be exhausted by early in 1962—at the latest by the end of the next seasonal benefit period, May 15, 1962. This statement, taken from the report of the Assistant Superintendent of Insurance and Senior Actuary, is repeated by the Unemployment Insurance Advisory Committee in its annual report for the year ended March 31, 1961, which was tabled in the House of Commons on September 7.

The Committee reports that the balance in the Fund at March 31, 1961 was \$184,685,000, compared with a balance of \$365,892,000 at the end of the 1960 fiscal year, \$499,811,000 at the end of 1959, and \$744,200,000 at the end of the 1958 year.

The report quotes the Actuary's estimate that the increase in revenue that will be required to maintain the Fund balance, if the unemployment insurance plan is unchanged and assuming that the experience of the period 1957-61 is typical of what may be expected in the next two or three years, will be between 50 and 60 per cent.

The Committee recommends that until such time as amendments to the Unemployment Insurance Act designed to restore the Fund to a sound basis are put into effect, the Government should guarantee the solvency of the Fund, and that "whatever sums

are required for this purpose be provided by way of grants."

The Committee again takes the Actuary's authority for the statement that most of the changes in the coverage, contribution and benefit provisions made since the Act was revised in 1955 have tended to increase the costs to the Fund. The increase in revenue provided by the 1959 amendments that raised the contribution rates and the wage ceiling "would have more than offset the cost of these changes had unemployment remained at the level which was used in the calculations relating to the 1955 revision," the report says. "However, changes in the level of unemployment have so increased the benefit load that there is now a large shortfall between average annual revenue and average annual benefit payments.

"The necessity for a careful review of the seasonal benefit provisions of the Act in connection with the proposed amendments thereto is underlined by the discussion on seasonal employment and seasonal benefits contained in the (Actuary's) report."

The Actuary points out the difficulty of maintaining the unemployment insurance plan on a sound basis as long as seasonal benefit is integrated with the scheme. He advises the financing of these special benefits, if they are to be continued, from some

source other than the Unemployment Insurance Fund, since their nature is more that of unemployment assistance than that of unemployment insurance.

The Advisory Committee's report refers to the announcement by the Minister of Finance, in his budget statement to the House of Commons on June 20, of the Government's intention of arranging for the taking over by the Treasury at book values of the entire portfolio of the Unemployment Insurance Fund.\* In exchange, the

Fund would acquire interest-bearing, but non-marketable bonds that would be redeemable by the Government as required, on 30 days' notice.

This course of action should save the Fund the loss of several million dollars through the sale of bonds during the present fiscal year, the Committee remarks. It goes on to suggest that the Government should consider establishing a minimum rate of interest on these non-marketable bonds.

The report is reprinted in full below.

REPORT OF THE UNEMPLOYMENT INSURANCE ADVISORY COMMITTEE  
FOR THE YEAR ENDED MARCH 31, 1961

To His Excellency the Governor General in Council:

The Unemployment Insurance Advisory Committee has the honour to report as follows:

Section 89 (1) of the Unemployment Insurance Act requires the Committee to report not later than July 31, each year, on the financial condition of the Unemployment Insurance Fund as at the preceding March 31.

The Committee met on July 18, 1961, and received and considered the following reports:

(a) from the Unemployment Insurance Commission, financial and statistical statements for the fiscal year ended March 31, 1961

(b) from the Assistant Superintendent and Senior Actuary, Department of Insurance, a report on the prospective state of the Unemployment Insurance Fund;

(c) from the Dominion Bureau of Statistics, a tabulation of 1960 benefit statistics;

The Committee reports that the balance in the Unemployment Insurance Fund as at March 31, 1961, was \$184,685,000.

This compares with the balance in the Fund at the end of each of the three preceding fiscal years as follows:

1961	\$184,685,000
1960	\$365,892,000
1959	\$499,811,000
1958	\$744,200,000

The following additional statistics provided in the financial statements of the Unemployment Insurance Commission are of particular interests (See Table below):

The speech from the Throne delivered at the opening of the most recent session of Parliament on November 17, 1960 included an announcement of the intention of the Government to place before Parliament for approval, amendments to the Unemployment Insurance

UNEMPLOYMENT INSURANCE FUND

	1961	1960	1959	1958
	(in thousands of dollars)			
(1) Balance at Credit of Unemployment Insurance Fund..	184,685	365,892	499,811	744,200
(2) Increase or decrease in balance from previous year..	-181,207	-133,919	-244,389	-134,241
Contributions from employers and employees.....	275,273	228,616	185,438	188,714
Contributions for Armed Service Personnel.....			49	465
Contributions from the Government of Canada.....	55,055	45,723	37,097	37,836
Amounts collected—				
In fines.....		52	5	6
In penalties.....	63		47	46
Interest on investments.....	9,980	16,855	21,725	23,776
Profit or loss on sale of securities.....	L- 7,269	L- 8,414	L-10,155	
Interest paid on loans.....	403	1,517		
Total net revenue.....	332,698	281,315	234,242	250,837
Ordinary benefit payments.....	408,728	320,970	362,156	327,841
Seasonal benefit payments.....	107,178	94,264	116,475	57,237
Excess of Revenue over expenditure.....	-181,207	-133,919	-244,389	-134,241
Fishing Coverage—				
Contributions from employers and employees.....	1,122	907	775	718
Contributions from Govt. of Canada.....	224	181	155	144
Benefit payments.....	11,785	11,024	10,235	5,438

OTHER STATISTICS

	1961	1960	1959	1958
No. of initial claims for Unemployment Insurance received	1,814,000	1,742,000	1,791,000	1,683,000
Average No. of benefit weeks paid.....	16.4	16.0	17.3	15.5
Average weekly rate.....	\$ 23.12	\$ 21.43	\$ 21.28	\$ 21.21

\*Announcement that the Government had taken this action was made on October 2.

Act to safeguard the basic purpose of the Act, to strengthen the Fund and to correct abuses which have developed in practice.

In furtherance of the above, the Prime Minister announced on July 17 the appointment of a special Committee of four members under the Chairmanship of Mr. E. C. Gill, President of the Canada Life Assurance Company, to review the operations of the Unemployment Insurance Act and to study and report on measures needed to deal with seasonal winter unemployment and to correct any abuses or deficiencies it may find in the insurance plan.

In the circumstances, the Advisory Committee does not consider it appropriate to make recommendations in relation thereto.

The Committee recommends, however, that the Government guarantee the solvency of the Fund until such time as amendments are made, and given effect to, for restoring it to a sound basis, and that whatever sums are required for this purpose be provided by way of grants. The urgency for such action is made apparent from statements contained in paragraphs numbered 26 and 27 of the Report of the Assistant Superintendent of Insurance and Senior Actuary. In these paragraphs it is pointed out that there will probably be a further severe drop in the Fund in 1961/62 and that the Fund is likely to be exhausted by early in 1962—at the latest by the end of the next seasonal benefit period, May 15, 1962.

In paragraph 29 the Actuary indicates his estimate of the increase of revenue that would be needed to maintain the Fund in balance on the basis of the existing plan, if it be assumed that the experience of the period 1957/61 is typical of what can be expected in the next two or three years. This estimate of the revenue increase thus required would be between 50 and 60 per cent.

Paragraphs 13 and 14 of the report contain a summary of the principal changes in the coverage, contribution and benefit provisions which have been made since the Act was revised in 1955. In paragraph 15 the Actuary points out that most of these changes have tended to increase the costs. The increase in revenue provided by the 1959 amendments in contribution rates and in the raising of the wage ceiling would have more than offset the cost of these changes had unemployment remained at the level which was used in the calculations relating to the 1955 revision. However, changes in the level of unemployment have so increased the benefit load that there is now a large shortfall between average annual revenue and average annual benefit payments.

The necessity for a careful review of the seasonal benefit provisions of the Act in connection with the proposed amendments thereto is underlined by the discussion on seasonal employment and seasonal benefits contained in the same report (see Appendix thereto). It will be noted that in the Appendix the Actuary analyses the specific nature of the seasonal benefit provisions, classes A and B; the impact of both classes on the Fund;

the reasons for this; and the probable results of withdrawing either class A or class B type of seasonal benefit. He indicates the difficulty of maintaining the unemployment insurance plan on a sound basis so long as seasonal benefit is integrated with the scheme, because of the incompatibility of seasonal benefit with the regular insurance scheme. He comments particularly on the high cost of these benefits and their growing importance relative to regular benefits. He also draws attention to the desirability of financing these special benefits, if they are to be continued, from some source other than the Unemployment Insurance Fund, as their nature is more that of unemployment assistance than that of unemployment insurance.

The Report of the Senate Committee on Manpower and Employment, as to recent trends and developments of the Canadian economy as they affect manpower and employment, including the research studies prepared for that Committee on the Canadian labour market in the 1950's and years ahead, on employment trends and changes, and concerning the characteristics of the unemployed, provides a fund of knowledge in relation to the labour force of a nature which in breadth and depth has not been available for use in the shaping of earlier revisions of the insurance scheme.

The Minister of Finance in his budget statement to the House of Commons, June 20, 1961, announced that "the entire portfolio of the Unemployment Insurance Fund will, in due course, be taken over by the Treasury at book values and in exchange the fund will acquire interest bearing but non-marketable bonds which may be redeemed by the Government as required on 30 days' notice. The direct Government of Canada bonds presently held by the Fund will then be cancelled, and the Government guaranteed bonds will, in due course, be traded to the Bank of Canada in exchange for equivalent Government bonds which will thereupon be cancelled."

The course of action so proposed should, *inter alia*, avert the loss of several million dollars to the Fund during the current fiscal year which would otherwise be incurred by reason of the necessity of selling securities owned by the Fund to meet the obligations of the Fund in that period.

The Committee would respectfully suggest that the Government consider establishing a minimum rate of interest on these non-marketable bonds.

The Committee wishes to express its deep appreciation to the Unemployment Insurance Commission, to Mr. Humphrys, Assistant Superintendent of Insurance, and Mr. J. Kroeker, Senior Actuary, Department of Insurance, and to the Dominion Bureau of Statistics for the full reports provided and other assistance accorded to the Committee in its work.

Respectfully submitted,

(Sgd.) A. H. BROWN,  
Chairman.

July 18, 1961.



# Changes in 1961 in Provincial Laws Affecting Wages, Hours and Vacations

Two new laws affecting wages enacted and three existing statutes amended. New Brunswick adopts equal pay law. Saskatchewan enacts a new wage protection law

During the 1961 sessions of the provincial legislatures two new laws affecting wages were enacted and three existing statutes were amended. New Brunswick adopted an equal pay law and amended its Fair Wage and Hours of Labour Act. Saskatchewan enacted a comprehensive new wage protection law, the Employees' Wage Act, 1961, and strengthened the enforcement provisions of its Wages Recovery Act.

Other 1961 enactments in the labour standards field were an amendment to the Newfoundland Exploits Valley (Closing Hours) Shop Act and the British Columbia Annual Holidays Act.

## N.B. Equal Pay Law

The New Brunswick Female Employees Fair Remuneration Act, which came into force on September 1, has the same basic purpose as the seven other provincial equal pay statutes: to prevent discrimination in rates of pay solely on the basis of sex. The Act prohibits an employer or his agent from paying a female employee at a rate of pay less than the rate paid to a male employee "for the same work done in the same establishment." A difference in rates of pay based on any factor other than sex does not constitute a failure to comply with the legislation.

It is specifically stated that the provisions of the Act supersede the provisions of a collective agreement that are inconsistent with those in the Act.

Like other provincial Acts, the New Brunswick equal pay legislation has a broad coverage, applying to all types of employment. Like the Saskatchewan and Manitoba Acts, it binds the Crown in right of the Province.

The enforcement procedures are similar to those in the other provinces, with the emphasis on investigation, conciliation and persuasion. An aggrieved person may initiate action by filing a written complaint with the Minister of Labour, who may assign a conciliation officer to investigate the complaint. If the officer is unable to effect a settlement, the Minister is authorized to appoint a commission to conduct an inquiry and make recommendations. On receipt of the commission's report, the Minister is empowered to issue whatever order he

deems necessary to carry out the commission's recommendations. Any person who fails to comply with the Act or with any order made under the Act is guilty of an offence and, on summary conviction, is liable to a fine of up to \$100.

## N.B. Fair Wages Act

The New Brunswick Fair Wages and Hours of Labour Act, which formerly required contractors engaged in provincial government construction work to observe an eight-hour day and a 44-hour week except where hours were extended with the permission of the Lieutenant-Governor in Council or where the Minister of Labour declared an emergency, was amended to remove the daily limit on hours. As a result, such contractors may now require their employees to work longer daily hours provided the 44-hour weekly limit is not exceeded.

## Saskatchewan's New Act

The Saskatchewan Employees' Wage Act, 1961, which went into force on July 1, replaced the Workmen's Wage Act, a statute dating back to 1913.

The new Act incorporates, with some changes, some of the provisions of the former Act, such as those relating to method of payment, deductions and wage recovery. It also introduces a number of important new features, among which are provisions providing for the bonding of contractors who have been convicted of failure to pay wages and making prime contractors responsible for ensuring that wages owed by their subcontractors have been paid in full.

The new Act permits payment of wages by cheque but makes it an offence for an employer to issue a cheque in payment of wages that is not honoured by the bank upon which it is drawn. It lays down rules regarding inspection, records and penalties similar to those contained in other recent labour statutes, enabling the Department of Labour to investigate wage claims and endeavour to collect the wages due.

The Employees' Wage Act has a broader coverage than the former legislation, applying to all employees subject to an order of the Saskatchewan Minimum Wage Board.

This means that it covers almost all employees except farm workers, domestic servants and persons employed in a managerial capacity. The Act also states that it applies to contracts and agreements made outside Saskatchewan in respect of service or labour performed in the province. The Workmen's Wage Act did not apply to salaried workers paid on a monthly basis, and excluded municipal corporations.

Under the new legislation, an employee, when hired or at any time during his employment, may request his employer to give him a written statement showing the name and address of the employer, the name of the employee, full details respecting the basis of calculation of the employee's wages, and the date of commencement of employment.

The original Bill would have required employees hired on an hourly, daily or weekly basis to be paid every seven days. Because of the objections raised, however, the provisions respecting frequency of payment were amended in passage to permit existing wage payment practices to be continued, subject to certain exceptions.

The Act stipulates that unless authorized by the Minister, an employer may not pay wages less frequently or later in relation to the period in which wages are earned than he paid wages immediately before March 1, 1961. It further provides that, upon the request of a majority of employees hired on an hourly, daily or weekly basis in a designated unit, the employer must adopt a weekly pay period and, every seven days, pay all wages owing up to within six days of such earning period. In case of dispute, the Minister has exclusive authority to determine whether a request is valid or a unit is appropriate. In addition, the Lieutenant-Governor in Council is empowered to exempt employers in any specified class or classes of employment from these provisions.

New employers, that is employers who began to employ workers after March 1, 1961, must pay their employees at least semi-monthly or every 14 days. The Minister may exempt individual employers from this provision or from the provisions respecting payment on termination described below, or the Lieutenant-Governor in Council may issue an order exempting employers in a specified class of employment.

Hourly or daily rated employees whose services are terminated because of work shortage must be paid in full on the date of termination. All other employees must receive all wages owing to them within five regular working days after the date of termination.

The Act provides that, at the employer's discretion, wages must be paid during working hours or delivered or mailed to the employee's residence. An employee who is absent from work on pay day is entitled to payment at any reasonable time on demand.

Like the earlier legislation, the Employee's Wage Act stipulates that all wages must be paid in Canadian currency or by cheque drawn upon a chartered bank or credit union. The original bill provided for a certified cheque but this provision was deleted in passage and a new provision substituted making it an offence to issue a cheque in payment of wages that cannot be honoured. As a result, an employer who issues a NSF cheque as wage payment may be prosecuted and fined.

In case of a dispute over wages, the employer is required to give the employee a written notice setting out the amount admitted to be due and to pay that amount to the employee unconditionally. The Act makes it clear, however, that acceptance by an employee of such a payment does not constitute a waiver of the remainder of the amount claimed by him.

The new Act provides that, in the event of a work stoppage, the employer must pay any wages owing on the regular pay day. A provision introduced during passage, however, gave the Minister authority to waive this rule in cases where the employer is unable to comply for reasons beyond his control.

An important new provision makes a prime contractor engaged in construction and demolition responsible for ensuring that the wages owed by subcontractors have been paid in full. A prime contractor is required to include in any contract with a subcontractor a provision to the effect that employees of the subcontractor are to be paid the wages to which they are entitled. If the subcontractor defaults, the prime contractor is liable for payment of wages to the extent of the work or services performed. A provision added during passage, however, gave the Lieutenant-Governor in Council authority to exempt any specified class or classes of employment from this provision or to extend its application.

Another significant provision not in the earlier legislation was designed to give employees additional protection against defaulting employers. It states that, at the request of the Minister, an employer who has been convicted under this Act or any other legislation of failure to pay wages must post a guarantee bond or other equivalent security acceptable to the Minister.

No amount is stipulated but the bond or security must be maintained for the period specified by the Minister.

The provisions respecting recovery of wages and deductions are similar to those in the Workmen's Wage Act. An employee is entitled to recover any unpaid wages in the manner provided for by law or by any other lawful means. At the same time, the Act stipulates that, in any proceedings for the recovery of wages, the employer may not claim any reduction of the employee's demand by reason of any goods delivered to him on account of wages. He is also prohibited from bringing an action against an employee in respect of goods sold, delivered or supplied to the employee while in his employment on account of wages.

In the case of voluntary purchases, an employer is again permitted to make deductions for goods purchased, to claim a reduction in any wage claim or to bring an action for amounts owing on such purchases.

The new Act also makes it clear that all lawful deductions are permitted.

The Act contains several new provisions designed to ensure an employee of his rights. One states that an agreement to deprive an employee of any right or benefit under the Act is void; another forbids an employer to ask for or to accept a rebate of any wages paid under a contract of employment or under this legislation.

An employer is also prohibited from discharging, threatening to discharge or in any way discriminating against an employee for testifying in any investigation or for giving any information to the Minister or his authorized representative.

Unlike the Workmen's Wage Act, which was not enforced except on complaint, the new Act sets out positive enforcement procedures similar to those in other recent labour statutes of the Province. Every employer must keep in each place of business in the province records showing particulars of every unwritten contract of employment, a copy of every written contract of employment, collective agreement or other document dealing with wages, and the following information in respect of each employee: (1) the date and particulars of any change in the contract of employment; (2) the total wages paid for each week or other pay period; (3) the total number of hours at the disposal of the employer each day and each week; (4) deductions from wages, giving particulars, (5) the date of each payment of wages. These records may be incorporated in any record required under any other provincial law unless the

Minister prescribes a special form. Records are to be kept for at least two years and must be made available for inspection upon request.

The Act empowers the Minister or his authorized representative to enter premises; to inspect contracts of employment and all payrolls, or other records relating to contracts of employment; to take extracts; to require an employer to verify entries by statutory declaration or otherwise; and to order any person to furnish, within a specified time and in an acceptable form, information that in any way relates to a contract of employment.

Any person who contravenes the legislation, who deliberately falsifies statements or who obstructs an inspector in the course of his duties is guilty of an offence and, on summary conviction, is liable to the penalties provided. For a first offence the penalty is a fine of from \$25 to \$100 or, in default of payment, 10 to 30 days imprisonment; for each subsequent offence, a fine of from \$50 to \$200 or, in case of non-payment, 30 to 90 days imprisonment.

In addition to the fine, an employer who has been convicted of failure to pay wages must pay any unpaid wages to the convicting magistrate who, in turn, must pay this amount to the employee. If the employer fails to pay the money ordered, he is guilty of a violation of the Act.

The time limit for prosecutions is one year from the commission of the alleged offence.

Provision is also made for the collection of wages by Department of Labour inspectors. If in the course of his regular duties an inspector finds that an employer has failed to pay proper wages, he may determine the amount owing and, if the employer and the employee agree as to the amount, the employer must pay that sum within two days to the Deputy Minister of Labour, who, in turn, will pay the amount to the employee. An employer who complies with such an assessment order is not liable to prosecution.

If an employee cannot be located, the sum collected is placed in a special account and, if not claimed within two years, becomes part of the Consolidated Revenue Fund.

The Act also makes it clear that no civil or other remedy for the collection of wages that employees have against their employers is in any way abridged by the provisions of the Act, except in so far as a complaint



has been dealt with by an order under the Act or except where an employer has made voluntary restitution.

### **Wages Recovery Act**

Another Saskatchewan law dealing with wages, the Wages Recovery Act, which provides a summary procedure for the recovery of unpaid wages, was amended. Under this Act an employee may file a claim with a magistrate, who, if he finds the claim a valid one, may order the employer to pay the wages owing, together with costs. Previously the Act authorized the magistrate to issue a distress warrant but did not specify how such an order was to be enforced. This provision was dropped and a new one substituted which states that, in case of non-compliance, the magistrate may, upon the request of the complainant, file a certified copy of the order in the district court at the judicial centre nearest to the employer's place of residence, following which the order becomes enforceable as an order of the court. This means that goods may be seized for non-payment of wages in accordance with the rules of the court.

### **Newfoundland Hours Law**

In Newfoundland, the Exploits Valley (Closing Hours) Shop Act, which fixes opening and closing hours of shops in the Exploits Valley and, subject to certain exceptions, limits hours of shop employees to 40 in the week, was amended to restore, with some changes, a provision repealed last year that authorized the Minister to vary closing hours.

Under the new provisions, the Minister may again vary opening and closing hours provided certain other provisions of the Act are complied with, namely, the prescribed holidays are observed, no deliveries are made after 10 p.m., and employees are not required to be on duty for more than five consecutive hours at a stretch nor more than 40 hours in a week except in accordance with the exceptions provided in the Act.

### **B.C. Holidays Act**

An amendment to the British Columbia Annual Holidays Act made it clear that holiday pay is to be included in the wages for a year and must be taken into account when calculating holiday pay or pay in lieu of holidays.

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## **Ontario Draft Bill on Portable Pensions**

Bill would make it compulsory for employers of 15 or more persons to establish pension plan meeting minimum standards, make membership mandatory for all their employees 30 years old and over, and require vesting of employer contributions

The Ontario Government has made public a draft bill on portable pensions.

Issued on August 14, the bill would make it compulsory for employers in Ontario of 15 or more persons to establish, by 1965, a pension plan meeting certain minimum standards. Membership in such plans would be mandatory for all of their employees 30 years old and over.

The bill, prepared by the Ontario Committee on Portable Pensions, also would make provision for preserving pension benefits when employees change jobs.

The bill represents the results of more than a year's study by a six-member Committee appointed by Premier Frost on April 7, 1960 "to study and make recommendations for strengthening the existing program of pensions and removing impediments to the employment of the older worker."

The special Committee on Portable Pensions consisted of R. M. Clark, Professor of Economics, University of British Columbia; R. E. G. Davis, Executive Director

of the Canadian Welfare Council; C. E. Hendry, Director of the School of Social Work, University of Toronto; J. A. Tuck, General Counsel of the Canadian Life Insurance Officers' Association; D. C. MacGregor, Professor of Political Economy, University of Toronto, and G. E. Gathercole, Ontario Deputy Minister of Economics. The last two acted as Joint Chairmen.

The first result of its work, the *Summary Report on Portable Pensions*, was submitted to the Government on February 10, 1961, and set out a number of methods by which pension plans for employees could be improved.

The Committee's conclusion was that the usefulness of employee pension plans would be increased by greater preservation of pension benefits as a worker moves from job to job, and that such portability could be achieved if, when an employee leaves his job, the employer's contribution were required to be vested in him, and if restrictions were placed on refunding the employee's contributions to him in cash.

The Committee also stressed the need for government supervision of pension plans to ensure that they are adequately financed and effectively administered, recommending as a minimum that basic information on a plan should be filed in a government office and made available to employees seeking information, and that an actuarial certificate of the status of the plan should be required every few years.

On February 15, 1961, the Committee appeared before a Special Committee of the Ontario Legislature and presented further explanations and information on the subject of portable pensions.

On February 17, Premier Frost announced in the provincial Legislature that he had directed the Committee to prepare a draft bill "designed to increase portability and to improve and extend the benefits of pension plans and the security of sums supporting them." He added that the Government had engaged the services of John T. Macdonald, the lawyer who had acted as legal counsel in the drafting of the Ontario Hospital Services Act, and that he, together with legal counsel from the Attorney General's Department, would work in close collaboration with the technical Committee on Portable Pensions.

The Premier said also that while the draft bill was being prepared, discussions would be carried on with the federal Government, in particular the federal Departments of Finance and National Revenue, as well as with the other provinces, with a view to informing them of the progress made and the objective of the Committee.

## COVERAGE

The draft bill would require the provision of pension coverage for all covered employees of a mandatory group. "Mandatory group" is defined in the bill as a group of 15 or more resident employees employed by the same employer or by two or more employers not dealing with each other at arm's length under the Corporations Tax Act.

To be entitled to coverage, employees would not only be required to be members of a group of 15 or more employees of all ages but would also have to meet certain residence and age requirements. Employees (the term includes an officer of a corporation as well as apprentices and persons engaged on a full-time or part-time basis) would have to be residents of Ontario or

As soon as the draft bill was drawn up, it would be made available to members of the Legislature, other governments, and all interested organizations and individuals, the Premier said. Every effort would be made to ensure the fullest possible discussion of the implications, the costs and the benefits of the proposed legislation. The draft bill was accordingly distributed in August.

The draft bill submitted by the Committee on Portable Pensions is entitled "An Act to provide for the Extension, Improvement and Solvency of Pension Plans and the Portability of Pension Benefits" or, in short, "The Pension Benefits Act."

The bill provides for the establishment of a regulatory body to be known as the Pension Commission of Ontario and also proposes that a Central Pension Agency be set up to deal with small pension credits. It sets forth a timetable for the filing of information returns concerning all pension plans in operation in Ontario, and for the registration of qualified registered pension plans for the provision by January 1, 1965 of pension benefits for all covered employees of mandatory groups in Ontario.

Under the proposed bill, all registered pension plans would be required to provide for vesting of employer contributions on a graduated basis beginning at age 30 and for parallel restrictions on cash withdrawals of employee contributions. Also, membership in such plans would be compulsory at age 30.

Penalties would be imposed for violations of the legislation and appeals to the Supreme Court of Ontario would be permitted where registration was refused.

Residents of a province with similar pension legislation. Ontario residents posted to foreign duty would be included, however, but transient labour, temporary visitors and tourists would be excluded. Employees would also be required to be 30 years of age or over.

The term "employer" covers any person, partnership, firm, association, institution or other organization carrying on business in Ontario and includes the Crown in Right of Canada and in Right of Ontario and any agent of Her Majesty.

Provision is also made in the bill for coverage of non-mandatory groups, that is, groups with fewer than 15 employees, if the employer elects to register his plan.

## PENSION COMMISSION OF ONTARIO

The draft bill provides for the establishment of a regulatory body, the Pension Commission of Ontario, which would be responsible for the administration and enforcement of the legislation. The Commission would be comprised of from five to nine members appointed by the Lieutenant Governor in Council, one of whom would be designated chairman and another vice-chairman. Members would hold office during pleasure.

As well as being responsible for the registration of pension plans, the Pension Commission would be empowered to withdraw certificates of registration where the pension plans failed to meet such solvency tests as may be prescribed in the regulations or otherwise ceased to qualify for registration. It would also be authorized to promote the establishment, extension and improvement of pension plans throughout Ontario; to conduct surveys and research programs and to obtain statistics for purposes of the Commission; to impose fees for registration and supervision of pension plans, and, with the approval of the Lieutenant Governor in Council, to enter into agreements with the authorized representatives of other Provinces and of the Government of Canada to provide for the reciprocal payment and receipt of pension benefit credits and for the reciprocal audit and inspection of pension plans.

The chief administrative officer would be the Superintendent of Pensions, who would

be appointed by the Commission. Every person entrusted by the Commission with the custody or control of money would be required to post security as provided in the Public Officers Act.

The Commission would be required to submit an annual report to the responsible Minister, who, in turn, would have to file a copy with the Lieutenant Governor in Council and another with the Legislative Assembly.

The books and records of the Commission would be examined annually by the Provincial Auditor or other auditor designated by the Lieutenant Governor in Council.

Subject to the approval of the Lieutenant Governor in Council, the Commission would be given authority to make regulations, which could include regulations: (1) respecting methods of computing pension benefit credits and resulting pension benefits; (2) prohibiting or restricting the making of pension plan contracts that provide for less favourable pension benefits than those provided by a pension plan qualified for registration under the proposed Act; (3) defining the circumstances under which an employer may be required to pay credits to the Central Pension Agency; (4) prescribing the conditions under which pension benefit credits may be retained by the administrator or trustee or transferred to another pension plan upon termination of employment of a covered employee.

## CENTRAL PENSION AGENCY

The draft bill provides for the establishment of a Central Pension Agency incorporated by a special Act of Parliament but does not define its functions. However, in its Report, the Committee recommended that small pension credits accruing to workers who move from job to job be transferred to a Central Pension Agency. If such a body were incorporated under federal law, its operations could become country-wide, the Report stated.

The Committee believed that if a Central Pension Agency were established it could invest the amounts received and, when a

worker reached retirement age, the Agency could either pay him a pension directly or use the money accumulated to buy him an annuity.

The corporation operating the Pension Agency could be a private corporation with broad investment powers so that the funds transferred to it would remain available for private investment. Its directors could be representatives of pension plan administrators, employers, employees, and governments. It should be subject to government supervision.

## TIMETABLE FOR FILING RETURNS AND FOR REGISTERING

In its Report the Committee observed that in view of the costs of implementing the proposed standards, the plan should not be put into effect for two or three years. "This would give employers and employees the opportunity to obtain estimates of the additional costs, if any, of the proposal, to adjust their affairs to the new costs and to complete any alterations required in their

collective bargaining agreements. It would also provide an opportunity to work out arrangements with other governments," the Committee stated.

Implementing this suggestion, the bill sets out a timetable for the filing of information returns by employers of both mandatory and non-mandatory groups and the registration of qualified registered pension plans.



## Mandatory Groups

The bill would require every employer of a mandatory group to file, by March 1, 1963 and annually thereafter, an information return in respect of every pension plan administered by or on behalf of the employer or mandatory group at any time after December 31, 1960. A copy of each plan would have to be included with the initial return.

If a pension plan was in force on March 31, 1963, the plan would, if necessary, have to be amended to comply with the legislation and filed for registration before July 1, 1964, or as soon afterwards as required to become operative before January 1, 1965.

If no pension plan was in force on March 31, 1963 (and continuously thereafter) an employer with 15 or more employees would be required to establish one before January 1, 1965, and, before July 1, 1964 or as soon after as the Commission might require, file it with the Pension Commission for registration and certification as a registered pension plan.

After December 31, 1964, every employer of a mandatory group would be required to make it a condition of employment that every employee 30 years of age and over participate in the registered pension plan established for his group.

The bill further provides that after December 31, 1964, every employer of a mandatory group must maintain the registered pension plan in force as a plan qualified for registration.

The Committee recognized that compliance with the minimum standards for registered pension plans would impose additional costs upon some employers, who might try to reduce the impact by reducing the dollar amounts of benefits closer to the minimum pension benefits prescribed in the legislation. Accordingly, the bill provides that if pension benefits are reduced, the reduction must be proportionally allocated to pension benefits of all employees without discrimination. It states that if a pension plan submitted for registration provides for annual pension benefits of lesser aggregate value than that provided under the plan in 1961, the employer must maintain the

proportion that the cost of providing pension benefits to all employees who earn less than \$4,800 in 1961 is to the cost of providing pension benefits to all employees in that year.

## Non-Mandatory Groups

The draft bill would also require the filing of certain information regarding pension plans for non-mandatory groups, that is, groups of fewer than 15 employees, and supplementary plans for mandatory groups.

Every employer of a non-mandatory group covered by a pension plan and every employer of a mandatory group covered by a supplementary plan would be obliged to file by March 1, 1963 an information return in respect of every pension plan administered by or on behalf of the employer or non-mandatory group after December 1, 1960. Employers would have to maintain the solvency of all such pension plans as required by the regulations. They would also have to provide employees with the same information regarding their rights and obligations as would be required in the case of a registered plan.

If the number of employees dropped below 15, the provisions applicable to mandatory groups would not apply to the pension plan of the smaller group the year after the group ceased to be a mandatory group.

The proposed bill would also permit an employer with fewer than 15 employees to elect to register his pension plan, in which case the mandatory provisions would apply to the pension plan of the smaller group. Such an election could be revoked after two years and would take effect one year from the date of revocation.

Recognizing that an employer might be maintaining two or more pension plans, which if taken together would meet the minimum standards prescribed, the bill would permit two or more pension plans concurrently applicable to a mandatory group to be registered as a single plan. It further provides that where any additional or supplementary plan is in existence in addition to one or more plans registered as a single plan, the additional plan is not required to be registered.

## MINIMUM STANDARDS FOR REGISTERED PLANS

To be accepted for registration every pension plan would have to meet the minimum standards prescribed. These standards would apply to any superannuation or pension fund or plan organized and administered to provide a pension benefit for

employees, including the following common types of pension plans: (1) unit benefit plan under which pension benefits are determined with reference to the salary or wages of an employee for each year of service, or for a selected number of years of service;

(2) a money purchase plan under which pension benefits are based upon the accumulated amount of the aggregate contributions paid by or for the credit of the employee; and (3) a flat benefit plan under which the pension benefits are expressed either as a fixed amount in respect of each year of employment or as a fixed periodic amount.

## Participation

In its Report the Committee stated that one of the factors which at present militated against an adequate pension for the worker who moved from job to job was that some contributory plans gave the employees the option of remaining outside the plan. This freedom might be cherished at the time by some employees, the Report said, but its consequences might be a source of distress in old age. The Committee therefore recommended that membership in pension plans be made compulsory for new employees from age 30.

This suggestion has been embodied in the draft bill, which would make participation in pension plans mandatory for all covered employees, that is, employees who have attained the age of 30 years and are members of a mandatory group.

The portability provisions of the bill are contained in the standards laid down for vesting and cash withdrawal. In its Report the Committee suggested that the desired preservation of pension benefits could be achieved if two conditions were met: (1) if the part of the pension that was purchased by the employer's contributions was vested in the worker at the time he left his job, i.e., the worker at that time acquired a contractual claim upon the pension benefits arising from his employer's contributions and (2) if there were restrictions on cash withdrawals of the employee's contributions.

## Waiting Period

The draft bill provides for vesting after a waiting period of not more than two years in the case of an employee under 34 years and not more than one year in the case of an employee aged 34 years and over. The bill would also require every covered employee to accept a corresponding "looking in" of his own contributions to the group pension plan of which he was a member.

## Vesting

In its Report the Committee recommended a scale of vesting of pension benefits on a graduated basis related to the age of

the worker. A graduated scale was preferable to sudden vesting, the Report stated, because it would eliminate borderline cases where all vesting would be lost because the required age had not been attained. Graduated vesting would also serve to reduce the financial incentive for an employer to dispense with an employee's services just before "sudden" vesting.

The Committee did not recommend vesting before age 30 because it would be administratively burdensome due to the high labour turn-over rate in the younger age groups. Also, for some types of pension plans the extra cost would be substantial.

In line with these recommendations, the proposed bill would require all registered pension plans to provide at least graduated vesting in 20 per cent steps from age 30 to 34. The vesting scale prescribed in the bill is as follows:

<i>At Age</i>	<i>Vesting Required</i>
30 .....	at least 20 per cent
31 .....	at least 40 per cent
32 .....	at least 60 per cent
33 .....	at least 80 per cent
34 .....	100 per cent

Under the proposed bill pension benefit credits would have to be paid to the Central Pension Agency if the Superintendent of Pensions so required in accordance with the regulations. The explanatory notes released with the draft bill stated that it was expected that in most cases, vested pension benefit credits would be retained in "cold storage" for the credit of an employee who terminates his employment or, alternatively, would be transferred by the trustees of the former plan to the trustees of the pension plan operated on behalf of the employees of the new employer of the terminating employee. The Superintendent would direct payment of pension benefit credits to the Central Pension Agency only in exceptional cases or where the amount of a pension benefit credit was too small to be dealt with in the usual manner.

## Cash Withdrawals

According to the Committee, another obstacle to the preservation of pension rights was the tendency of employees to withdraw their own contributions upon termination of employment. In some cases, the cash withdrawn was saved, the Report stated, but more frequently it was spent and the original purpose of the contributions was defeated. The Committee therefore recommended that there be restrictions on cash withdrawals of employee contributions.

The draft bill contains cash withdrawal provisions which are parallel to the vesting rules. Employees under the age of 30 would be permitted to withdraw all their own contributions to the pension fund on termination of employment because, as the Committee explained in its Report, younger employees have a strong preference for cash. After an employee had attained the age of 30, however, his contributions would be progressively committed for the provision of a pension on retirement. At age 30, an employee would be permitted to withdraw up to 80 per cent of his contributions on termination of employment but at age 34 all of his contributions would be "locked" in.

The scale proposed in the Bill is as follows:

<i>At Age</i>	<i>Employee Contributions That Might be Withdrawn on Termination</i>
30 years .....	not more than 80 per cent
31 years .....	not more than 60 per cent
32 years .....	not more than 40 per cent
33 years .....	not more than 20 per cent
34 years and over .....	no part

### Minimum Benefits

To be accepted for registration a pension plan would have to provide the minimum benefits prescribed in the bill. It would be required to provide for the payment of a single life annuity based on contributions in respect of covered employment after 1964 which would begin not later than age 70 and which would be of an amount not less than, in the case of:

(1) a unit benefit plan, one-half of one per cent of monthly earnings for each year of covered employment, applied to the salary or wage earned up to \$400 per month;

(2) a money purchase plan, a pension derived from a total contribution of 4 per cent of the first \$4,800 of earnings per annum;

(3) a flat rate plan related to each year of covered employment, \$2 per month for each such year;

(4) a flat rate plan not related to each year of service, \$40 per month.

If an employee died before the commencement of his pension benefits, the amount payable to his estate would be limited to the employee's contributions plus interest compounded annually at a rate not less than that prescribed by the regulations.

### Funding

The bill would require all registered pension plans to provide for funding in accordance with the regulations sufficient to provide for all pension benefits payable under the terms of the plan.

To ensure that employees were aware of their rights and obligations, the draft bill would make it mandatory for employers to provide each covered employee with a written explanation setting out the terms and conditions of the plan and any amendments.

## ADMINISTRATION, ENFORCEMENT AND APPEALS

The draft bill provides penalties for contraventions of the legislation. An employer who failed to comply with the registration provisions would be guilty of an offence and, on summary conviction, would be liable to a fine for each day of default equal to not more than the daily amount required to maintain a registered pension plan for his employees plus not more than \$100 per day. The penalty for violating another provision of the Act or the regulations or for obstructing an officer of the Commission in the performance of his duties would be a fine of from \$200 to \$10,000, or up to six months imprisonment.

Fines recovered for offences against the Act would be paid over to the Commission, which would be given discretionary power to pay fines imposed for violations of the registration provisions to the Central Pension Agency for the credit of the covered employees of the payer.

The Superintendent or his authorized representative would be empowered to inspect books, files, documents or other records kept by an employer or trustee of a pension plan. An employer or trustee would also be required to furnish whatever information the Commission considered necessary to determine whether the legislation was being complied with.

If the Commission refused to register a pension plan, the employer would have 90 days in which to submit a written notice of objection setting out his reasons and all relevant facts. Upon receipt of the notice the Commission would be required to review the case and then either to vary or confirm its opinion, afterwards notifying the employer.

An employer who had filed a notice of objection would also be allowed a specified period in which to appeal to the Supreme Court of Ontario for an order requiring



the Commission to register his plan. Hearings would be public or private at the discretion of the Court unless the appellant requested that the appeal be heard *in camera*. The Court would be empowered to dismiss an appeal, refer the matter back to the Commission for reconsideration, or allow the appeal. If an appeal was allowed, the Commission would be required to register the pension plan in accordance with the Court's directions.

A statement released with the draft bill emphasized that the draft bill was a working document representing only the views of the Ontario Committee on Portable Pensions. It was hoped, the statement said, that through the comments and suggestions resulting from its distribution and through discussions with the other provinces and the federal Government great improvements would be made to the structure of employee pension plans in Canada.

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## Fourth Report, U.K. Council on Prices, Productivity and Incomes

Experience of advanced industrial democracies has shown, Council says, that either money incomes have risen faster than output, so that prices have risen, or else restraints have checked rising prices but set back employment, output

None of the advanced industrial democracies has solved the problem of achieving stable prices without jeopardizing full employment or a rising standard of living. This statement, made last January by the United Kingdom Council on Prices, Productivity and Incomes, is reiterated in the Council's Fourth Report, recently issued.

The experience of these countries has shown, the Council says, that either money incomes have risen faster than output, so that prices have risen, or else restraints have been applied that have checked rising prices, but have caused a setback in employment and output.

This has been so whether countries have adjusted pay through voluntary bargaining or by compulsory arbitration, and usually profits have risen as much as wages and salaries. It therefore seems unlikely that the responsibility for rising prices lies with any one section of the community.

In its Third Report (L.G. 1959, p. 1146) the Council had taken the view that the stability of retail prices at that time had enabled the United Kingdom to escape from the price-wage-price spiral, and that a valuable opportunity was thus offered to consider how in future to avoid the excessive rise in money incomes that takes place when prices can readily be raised to cover costs.

The Council's latest report is summarized in the *Ministry of Labour Gazette* for August. In setting forth the Council's opinion, this summary says: "Inflation is the real cause of our troubles, as it had made the home market easy to sell in and by raising costs had weakened the will and

ability to export. The Council felt that removing excess demand is not, in itself, sufficient to restrain inflation and that the need is to see that money incomes do not rise faster than production. They have found no sovereign remedy that will simultaneously ensure full employment, a rising standard of living and stable prices, but they feel that the best way of securing these benefits is by directing policy along three lines: raising productivity; adjusting the rise of demand; (and) adjusting the rise of money incomes—both pay and profits . . ."

The Report points out that production during the past 12 years has risen by about a third, but pay and profits have more than doubled. As the *Gazette's* summary puts it, "Taking one year with another the rise in production has been about 6d. in the £ each year, but year by year we have helped ourselves to more money income at the rate of 1s. 4d. in the £ and prices have had to rise to take up the excess 10d."

On the question of raising productivity, the Council thinks that proper use of skilled labour might come about if employers of labour in units of more than a certain size were called upon to report their foreseeable requirements over, say, the next three years. Such estimates when put together would be likely to throw up the probability of particular shortages and very likely of some redundancies too.

The Council thinks that more equipment must be provided per worker, and that investment policy must be linked with the adjustment of demand and money incomes.

In the matter of adjusting the rise in demand, the Report took the view that, in the words of the *Gazette's* summary, "The willingness of firms to raise rates of pay depends not on their own current or even prospective sales alone, but on the sense of the movement that is going on all around them . . . The Council believes that measures to adjust the rise of demand need to be supplemented by policy that bears more directly on decisions about rates of pay and profit."

Regarding the rise of money incomes, the Report says that a money income policy must deal with profits and pay. In the words of the summary, "There are two ways in which such a policy can be brought to bear. One is to take action against agreements for price maintenance, which is now being done, and the other way is to reduce import duties."

Growing concern about wage-push inflation is voiced in an international economic report, "The Problem of Rising Prices," that is the result of more than two years of work by an international group of six leading economists under the sponsorship of the Organization for European Economic Co-operation (now the Organization for Economic Co-operation and Development).

The report identifies two factors as primary causes of international inflation. The first is excessive demand for goods and labour, which, the economists say, has not been a potent influence in American inflation. The second is excessive negotiated wage increases.

The international group rejects the premise that arbitrary price increases are a major factor in United States inflation, and maintains that keen competition keeps prices from becoming a major cause or stimulant of inflation. Instead, they assign the prime responsibility for the present inflation to excessive and unrealistic wage increases.

They disagree as to how to deal with the problem. Four of the six economists believe government wage controls are the prescription. The minority of two believe such controls would merely shift the problem from the bargaining table to the political arena, where the line of least resistance would prevail.

In conclusion, they point out that gains labour might make at the expense of profits are insignificant compared with those possible under fuller employment and steadier economic growth.

## Industrial Fatalities in Canada during the Second Quarter of 1961

Deaths from industrial accidents numbered 216 in second quarter, a decrease of 16 from previous quarter and of 57 from second quarter of 1960. The largest number of fatalities in the second quarter occurred in construction industry

There were 216\* industrial fatalities in Canada in the second quarter of 1961, according to the latest reports received by the Department of Labour. This is a decrease of 16 from the previous quarter, in which 232 were recorded, including 16 in a supplementary list. In the second quarter of the previous year, 273 fatalities were recorded.

During the quarter under review, there were three accidents each resulting in the deaths of three or more persons.

\*See Tables H-1 and H-2 at back of book. The number of fatalities that occurred during the second quarter of 1961 is probably greater than the figures now quoted. Information on accidents that occur but are not reported in time for inclusion in the quarterly articles is recorded in supplementary lists and statistics are amended accordingly. The figures shown include 63 fatalities for which no reports have been received.

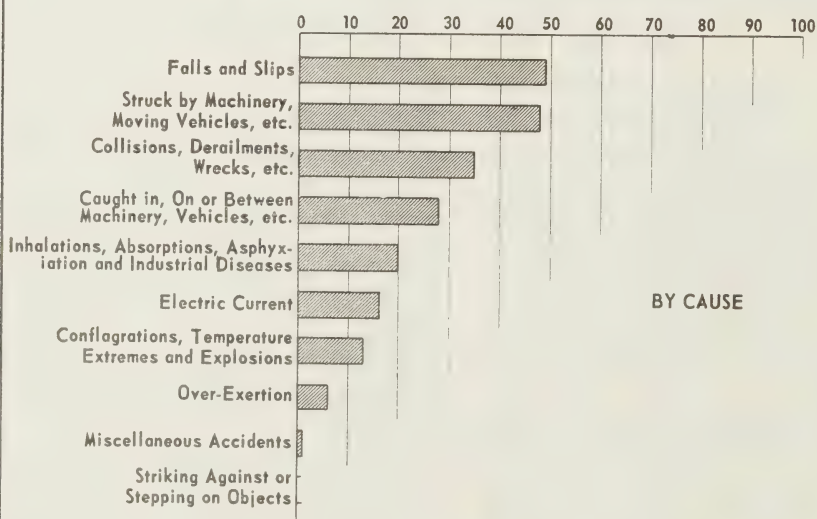
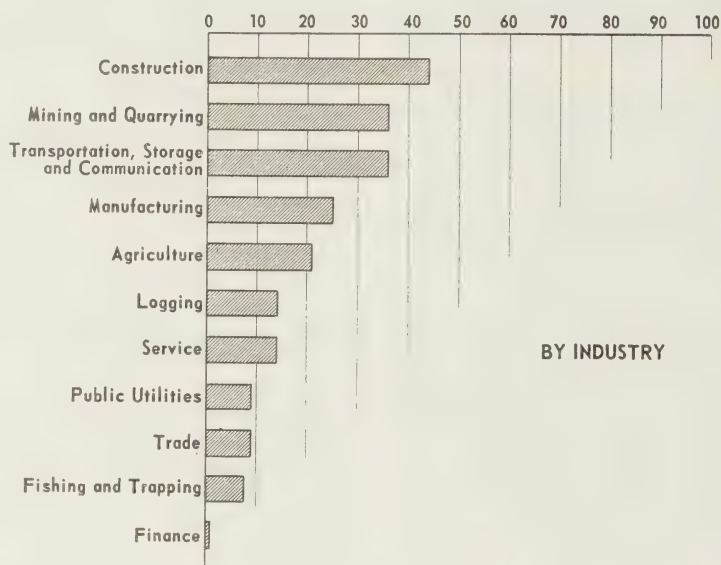
On April 17, seven civilian construction workers being carried to Primrose Lake, 175 miles north of Edmonton, Alta., by a Royal Canadian Air Force H-34 Sikorsky helicopter were killed when the helicopter crashed.

During a forest fire fighting operation near Northwest Bay, B.C., on June 23, the aircraft carrying a crew of four crashed and burned while making an attack on the forest fire.

A fire that swept a 72-bed miners' dormitory at Chibougamau, Que., on April 29 took the lives of three workers.

Grouped by industries (see chart page 1026), the largest number of fatalities, 44, was in the construction industry. Of these, 31 were in buildings and structures, 8 in highways and bridges and 5 in miscellaneous construction. For the same period last year,

# INDUSTRIAL FATALITIES IN CANADA Second Quarter of 1961



Source: Economics and Research Branch, Department of Labour.



49 fatalities were recorded: 30 in buildings and structures, 11 in highways and bridges and 8 in miscellaneous construction. During 1961's first quarter, 31 fatalities were listed: 22 in buildings and structures, 4 in highways and bridges and 5 in miscellaneous construction.

During the quarter, two groups of industries—mining and quarrying, and transportation, storage and communications—recorded the same number of fatalities, 36.

The 36 fatalities in mining and quarrying were distributed as follows: 22 in metal mining, 7 in coal mining, and 7 in non-metallic mineral mining. During the same period last year, 42 deaths were reported: 29 in metal mining, 8 in coal mining, and 5 in non-metallic mineral mining. Accidents during January, February and March of this year resulted in 21 deaths: 13 in metal mining, 2 in coal mining and 6 in non-metallic mineral mining.

Of the 36 fatalities recorded in the transportation, storage and communications industry, 14 were in local and highway transportation, 8 in water transportation, 6 in railway transportation, 5 in air transportation and 2 in street and electric transportation. Fatalities recorded in this industry for the same period in 1960 numbered 32; of these, 8 were in local and highway transportation, 7 each in water and railway transportation, 5 in air transportation, 3 in storage and 2 in telegraphs and telephones. During 1961's first quarter, 36 fatalities were recorded: 19 in local and highway transportation, 8 in railway transportation, 6 in water transportation, 2 in telegraphs and telephones and 1 in street and electric transportation.

There were 25 fatalities in the manufacturing industry during the quarter; of these, 7 were in iron and steel products, 4 in non-ferrous metal products, 3 each in food and beverages and wood products, and 2 in non-metallic mineral products. During the same period last year, 33 fatalities were recorded; 11 of these were in wood products, 6 in iron and steel products, 5 in paper products, 4 each in food and beverages and non-metallic mineral products, and 2 in chemical products. During 1961's first quarter, 34 fatalities were reported: wood products and iron and steel products each had 7, non-ferrous metal products had 5, and food and beverages, transportation equipment and non-metallic mineral products had 3 each.

The 21 fatalities in agriculture represented a decrease of 2 from the 23 recorded during the same period last year and an increase of 10 from the 11 listed during the first quarter of this year.

An analysis of the 216 fatalities during the first quarter (see chart page 1026) shows that 49 (23 per cent) were caused by "falls and slips"; all but three were caused by falls to different levels.

The cause "struck by" was responsible for 48 deaths: 35 were in the category "other objects", 7 were caused by "moving vehicles" and 6 were the result of being struck by "tools, machinery, cranes, etc." Thirty-five fatalities were under the heading "collisions, wrecks, derailments, etc."; 15 involved aircraft, 12 involved automobiles and trucks and 4 involved tractors and loadmobiles.

Twenty-eight fatalities were the result of being "caught in, on or between". Of these, 14 involved tractors and loadmobiles, 6 involved hoisting and conveying apparatus and 5 involved mine and quarry cars.

By province of occurrence, the largest number of fatalities was in Ontario, where there were 86; Alberta and British Columbia had 30 each, and Quebec, 28.

During the quarter, there were 55 fatalities in April, 92 in May and 69 in June.

The industrial fatalities recorded in these quarterly articles, prepared by the Working Conditions and Social Analysis Section of the Economics and Research Branch, are those fatal accidents that involved persons gainfully employed and that occurred during the course of, or arose out of, their employment. These include deaths that resulted from industrial diseases as reported by the Workmen's Compensation Boards.

Statistics on industrial fatalities are compiled from reports received from the various Workmen's Compensation Boards, the Board of Transport Commissioners and certain other official sources. Newspaper reports are used to supplement these data. For those industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping and certain of the service groups is not as complete as in those industries that are covered by compensation legislation. Similarly, a small number of traffic accidents that are in fact industrial may be omitted from the Department's records because of lack of information in press reports.

## Six Broadcasts on Older Workers

Close to one half of all women who work for pay in Canada are 35 or over, and more than one quarter are 45 and over, says Director of Women's Bureau in talk opening series. Quotes list of gains and losses that come with advancing age

In the opening broadcast of the six-week series on the older worker, carried on the Department's "Canada at Work" radio program, Miss Marion V. Royce, Director, Women's Bureau, pointed out that close to one half of all women who are working for pay in Canada today are 35 years of age or over, and more than a quarter are 45 and past.

She quoted from a report of the International Labour Organization that had drawn up a balance sheet of gains and losses that come with advancing years. The report stated that on the debit side the greatest losses are on the physical and psychomotor levels. Decreases in flexibility, robustness, manual strength and precision speed are offset only by a gain in regularity of behaviour. In the moral category, however, no losses at all appear, and gains are seen in punctuality, appreciation of finished work and care over detail. On the intellectual level such qualities as memory, imagination, creative spirit and adaptability are expected to deteriorate, against increases in concentration, caution and methodical habits.

Under the heading of character, decreased sociability, initiative, diligence, energy and vitality are listed on the debit side of the ledger, compared with increased willingness, patience, prudence, discipline, reliability and stability, on the credit side.

Second talk in the series was given by A. Andras, Director of Legislation, Canadian Labour Congress, Ottawa, who pointed out that the question of retirement has agitated employers and workers alike. Private pension plans are one response and the motives have been varied. He described the complex nature of the many problems concerned with retirement.

Mr. Andras stated that the chronological measurement for age of retirement was easy to administer, but he thought that was its only favourable feature. Simply to declare that someone is old on the basis of his calendar age was to disregard everything else about him. Such thinking tended to distort our notions of what human beings are, how they behave, and how they are affected by the passage of time.

On the question of compulsory versus voluntary retirement, Mr. Andras conceded

there were arguments on both sides. He thought, however, that there was nothing magic about age 65 that it should be established as an arbitrary retirement age, merely because it had become sanctified by time.

In discussing pension plans in the third talk in the series, James L. Clare, Actuarial Consultant and former Professor of Actuarial Mathematics, University of Manitoba, questioned the adequacy of many pension plans under the provocative title, "Do you support your pension plan—or does your pension plan work for you?"

Mr. Clare agreed that the achievements of pension plans were many, but suggested that improvements might be brought about by careful consideration of two aspects of pension plans: hiring practices and retirement practices. He referred to the fact that some employers had arbitrary age limits in hiring and linked this practice with the terms of their pension plans in some way, thereby closing the door to many potentially profitable "would-be" employees.

In his concluding remarks Mr. Clare brought up the possibility of designing or modifying any pension plan so that it will work more for the benefit of both employer and employee. He suggested accomplishing this by setting retirement ages where they can be "afforded" on an actuarially sound basis. Once this had been done, he continued, hiring practices could be revised so that new employees were hired on their merits and not on considerations of age; pensions could be made more adequate to provide more real security as measured in terms of goods and services.

Dr. D. K. Grant, Director of Medical Services, Ontario Hydro-Electric Power Commission, fourth speaker in the series, discussed under the title "Occupational Medicine and the Older Worker" the importance of occupational medicine as it relates to mature workers. This subject had received only the most meagre cultivation as yet, he said. But his paper provides strong evidence of valuable progress.

Copies of any or all of these broadcasts may be obtained by writing to "Canada at Work", Department of Labour, Ottawa.

## Women in Trade Unions in Sweden

In Sweden, one worker in four is a woman, about the same proportion as in this country, and about one quarter of all women workers are members of trade unions

In Sweden, one worker in four is a woman, about the same proportion as in Canada. Of the more than 800,000 Swedish women working on a full-time basis, 212,000 are employed in manufacturing, 153,000 in the distribution of goods and 53,000 in agriculture. It is the personal and professional services, however, that attract the largest numbers of women; in domestic service there are 90,000, in nursing and social work, 80,000, in hotels and restaurants 52,000 and in teaching and research, 45,000.

The number of women in trade unions has increased rapidly in recent years and today includes about one quarter of all women workers. The following information is drawn from a booklet\* recently published by the Swedish Confederation of Trade Unions.

In 1947 a special women's council was established within the Swedish Confederation of Trade Unions, consisting of 11 members who represent unions with many women members. The duties of this council are to plan and make proposals to the executive board of the Confederation concerning study weeks; to make recommendations concerning questions which specially concern the position of women in the labour market and in society; and to prepare proposals for the executive board on current questions with the aim of creating equality between men and women in the labour market.

Supporting this council at the local level are some 175 women's committees set up within local trades councils. In co-operation with the national council, these women's committees arrange courses and meetings in order to encourage women to participate in union affairs. This activity has borne fruit, in that more women than ever before take part in activities of local trade union councils.

Special women's courses, lasting for two weeks, are conducted by the Confederation.

Few women, however, attend the general study courses sponsored by the Confederation to which both men and women are admitted. This may be because women with responsibility for home and family have

difficulty in getting away for the length of time the courses last—six weeks or three months. Other women may be afraid that the courses will be too difficult for them. Yet the women who have participated have been very successful. Interestingly enough, their male colleagues favour the presence of women in the courses because "they consider that discussions of social problems are more comprehensive when both men and women take part."

At the same time women are not yet taking positions of leadership in unions to any great extent. For instance only 9 per cent serve on executive boards of the central unions. Nine per cent participate in wage conferences called by individual unions before wage negotiations begin. Even among the officials who take care of the daily work of the local and central unions only 4 per cent are women. The proportion of women on the executives of local unions is highest but is still only 14 per cent.

The question of wages is the most pressing for women workers in Sweden. As in most industrial countries, women workers are more numerous in industries and occupations where wages are low. Women's wages generally are about 74 per cent of men's. In recent years, however, there has been a tendency toward levelling the differences.

Equal pay for equal work has been strongly advocated by the Confederation. The unions affiliated with the Confederation are striving to bring about equal pay through collective bargaining. For this reason they have rejected the ratification of ILO Convention 100 concerning the principle of equal pay for equal work, and are not in favour of legislation on the subject. A long step forward was made in the central collective agreement of 1960, in which the parties agreed to eliminate, over a period of five years, the differential between men's and women's wages.

Because of the growing proportion of married women in the labour force, unions have emphasized their role in helping to build a social climate where it will be possible for married women, if they so wish, to work for pay outside the home.

Furthermore, "society and organizations, too, must take responsibility for increasing the possibilities for vocational training for women."

\**Trade Unions in Sweden*, Swedish Confederation of Trade Unions, Stockholm, 1961, p. 28, "Women at Work and in the Unions."



## 50 Years Ago This Month

Trades and Labour Congress of Canada, at 27th annual convention, urges repeal of Industrial Disputes Investigation Act, and endorses principle of industrial unionism and idea of general strike of workers of countries considering war

Repeal of the Industrial Disputes Investigation Act, furtherance of the principle of industrial unionism, a general strike as a means of preventing war, and the abolition of the Senate were among the objectives supported by the 195 delegates who attended the 27th annual convention of the Trades and Labour Congress of Canada, held at Calgary from September 11 to 16, 1911.

At this, the first convention of the TLC to be held in Alberta, the delegates were welcomed by, among others: J. W. Mitchell, Mayor of Calgary; Hon. A. L. Sifton, Premier of Alberta; and "Mr. R. B. Bennett of Calgary."

The LABOUR GAZETTE, in an 11-page report of the convention in the October 1911 issue, said: "The report of the credential committee showed 195 delegates entitled to take part in the proceedings—17 Trades and Labour Councils being represented by 36 delegates and 113 local and district international trade unions by 158 delegates. There was one delegate from the Provincial Federation of Labour and one fraternal delegate from the American Federation of Labour."

The resolution adopted by the convention regarding the Industrial Disputes Investigation Act was as follows:

"While this Congress still believes in the principle of investigation and conciliation, and while recognizing that benefits have accrued at times to various bodies of workmen under the operation of the Lemieux Act, yet in view of decisions and rulings and delays of the Department of Labour in connection with the administration of the Act and in consequence of judicial decisions like that of Judge Townsend, in the Province of Nova Scotia, determining that feeding a starving man on strike is an offence under the Act: Be it resolved, that this Congress ask for the repeal of the Act."

The resolution on industrial unionism, which was carried by a vote of 70 to 52, read:

"Whereas, craft unions have proved inadequate to successfully combat the present

day aggregations of capital; and whereas, the activities of the craft unions are almost entirely absorbed by jurisdictional disputes causing an internal warfare that prevents any continued successful co-operation among crafts in any given industry. Therefore, be it resolved, that this convention endorse the principle of industrial unionism."

The resolution approving a general strike to prevent war read in part as follows:

"Whereas, the workers of many countries are now alive to the fact that Capitalists of the world cause all war and should be allowed to do all the fighting, . . . therefore, be it resolved, that the Trades and Labour Congress of Canada endorse the idea of a general strike of the workers between countries considering war, to prevent it, so that the workers also may see the pitiful exhibition of fighting of those capitalists who seem so fond of it . . ."

A copy of the resolution was to be sent to the AFL, the British TUC, the German Federation of Labour, and any "other country with a Federation of Labour."

Another resolution put the Congress on record as being "in favour of technical education and industrial training, but . . . not in favour of trade schools."

The relaxation of immigration regulations was opposed in another resolution approved by the delegates, which said that certain modifications of the regulations that had been in force during the last two summers "amount in effect to the suspension of the most important provisions of the Alien Labour Act, enabling employers to hire and import workmen from foreign countries, thus intensifying the competition for employment in Canada . . ."

A practical outcome of this resolution was that, in the words of the GAZETTE's report, "As a means of supplying the wage-earners of Europe with reliable information respecting working conditions in Canada, it was decided that Canadian unions send regular reports relative to wages, cost of living, working hours, &c., to headquarters of organizations in Europe."

# INTERNATIONAL LABOUR ORGANIZATION

## The Trade Union Situation in the U.K.

Trade union movement in Britain has gone beyond mere recognition to achieve a position of uncontested influence in national life, reports ILO mission that carried out an on-the-spot factual survey relating to freedom of association

That the British trade union movement has gone beyond mere recognition to achieve a position of uncontested influence in national life is attested by a report published last month by the International Labour Office.

The report, entitled *The Trade Union Situation in the United Kingdom*,\* is that of an ILO mission which last year carried out an on-the-spot factual survey relating to freedom of association. The United Kingdom survey was the third in a series that began in 1959 pursuant to a decision of the ILO's Governing Body. The first had been carried out in the United States and the second in the Soviet Union (L.G., Jan., p. 38, 39). The purpose underlying the Governing Body's decision was to provide a full picture of actual conditions in each country as these affected the theory and practice of freedom of association.

Each of the surveys in the series is carried out by members of the ILO's Freedom of Association Survey Division at the invitation of the government concerned. The mission to the United Kingdom, like its predecessors, was headed by John Price, Chief of the Division and Special Assistant to the Director-General.

The mission flew to London on April 20, 1960 and returned to Geneva June 1, 1960. Edward Heath, then British Minister of Labour, encouraged the mission to make as complete and unrestricted a survey as it considered necessary. Throughout its stay in the United Kingdom the mission was free to draw up its own program of visits and to make its own travel arrangements.

One of the essential findings of the mission is that government recognition of the trade unions has come to be taken for granted in the United Kingdom. Another is

that the right to organize is "established by law for workers of all kinds in both the public and the private sector.

"As for the employers," the report says, "with very few exceptions they fully accept the right of their employees to belong to a trade union, and for the most part they are willing to recognize the right of the unions to negotiate on behalf of their members."

The report also notes that "it is generally agreed in the United Kingdom that in a modern community trade unions have a part to play not only in industry but in the general conduct of public affairs."

In its report, the mission stresses the numerical importance of trade union membership in the United Kingdom—9½ million of a total working population of some 23 million. The 183 unions affiliated to the Trades Union Congress were found to have more than 8 million members.

The report states that trade union members in the United Kingdom do not confine themselves to workshop problems but put forward their views on all matters affecting their lives and their families. The unions themselves are expected to consider these problems and to take action on them.

The report says that considering the scope of the subjects it examines and the sheer weight of its membership, the TUC "can claim to be an important national assembly."

As an example of the way in which trade unions and collective bargaining are accepted, the report cites the fact that the staff in the royal palaces are represented by appropriate trade unions, which negotiate on their behalf.

"Members of trade unions in the United Kingdom," the report observes, "are no longer regarded as a dangerous rabble or their leaders as violent agitators. Nowadays trade union leaders are considered to be

\*International Labour Office: *The Trade Union Situation in the United Kingdom*. Report of an ILO Mission (Geneva, 1961). Price: \$1.25.

among the leaders of the nation and unions have come to be accepted as one of the country's institutions. Trade unionism, moreover, is no longer considered to be something merely for manual workers. Not only have the workers themselves risen in status but the movement has now spread to all categories of persons who are employed for a wage or salary."

#### **Trade Union Problems—Past and Present**

Looking back over the history of the British trade union movement, the report remarks that some of the earliest struggles on record for the right of workers to organize occurred in the United Kingdom. More than one London trade union has preserved an unbroken existence from the eighteenth century.

"In the history of the British trade unions," the report says, "examples can be found of most of the problems and difficulties with which trade unions throughout the world have been confronted."

The report points out that members of unions had in former times both to struggle in defence of their wages and conditions and to fight for the legal right to combine for that purpose. It recalls that the "early trade unions were regarded as a threat to the established social order; they were declared to be illegal conspiracies and it was a criminal offence to belong to them."

By 1939, however, the report says, "the whole country was covered by a network of voluntary negotiating bodies and statutory wage regulating authorities, and the unions had come to be accepted as a necessary element in the country's industrial and social organization."

The position, as the mission found it in 1960, was this: The trade union movement was "strongly organized, experienced and powerful." The battle for recognition, apart from an occasional skirmish, had been won. The main problem facing the movement was that of how to use its rights to the best advantage of its members and in the interests of the nation.

One of the most important preoccupations of the trade unions in the United Kingdom, according to the mission's report, is to maintain membership in industries and occupations already highly organized and to extend it to those where organization is weaker.

In this regard, the report notes that there is at present "no marked tendency for membership to rise." The mission was thus led to the conclusion that "trade union structure may have to be adapted to meet new needs, and trade union methods and policies must change with the times."

The report calls particular attention to the problem of organization in a changing work force. It notes that since few large blocks of unorganized manual workers remain, the increases will have to be sought mainly among clerical, technical and professional workers. It anticipates that adaptations in structure and methods may be necessary if the manual and non-manual workers, with their differing needs and outlooks, are to be welded into a coherent organization.

#### **Interunion Disputes and Unofficial Strikes**

The mission heard considerable comment during its stay in the United Kingdom on disputes between unions in certain industries. Such disputes, the report says, "may arise because two unions wish to enrol the same group of workers in a particular occupation or establishment, or because different categories of workers claim the exclusive right to perform the same work."

The report observes that disputes between unions may lead to friction for the unions themselves, unnecessary difficulties with employers, and work stoppages while rival claims are being looked into; they may even prevent the introduction of new machines or processes.

One suggestion referred to in the report is that competition among unions for members "might be reduced if suitable changes could be made in the structure of the trade union movement." Disputes involving the right to perform particular jobs also are seen as "to some extent a problem of structure."

The mission noted that unofficial strikes were not as important as they had sometimes been made out to be, though it appears that such strikes have damaged the prestige of the unions.

The report gives credence to the view that the avoidance of unofficial strikes is "partly a problem of contact with the members and partly one of ensuring disciplined behaviour, because freedom of association, like other freedoms, needs to be exercised in a responsible manner."

"If agreements are broken," the report says, "and if the regular procedures for the discussion of problems between unions and management are ignored, the credit of the unions is bound to suffer. Although this is well understood by the leaders of the unions concerned, the remedies, in so far as they are known, have still to be generally accepted and applied. The view has been put forward that the employers too could play a part in removing the causes of unofficial strikes by helping to ensure that the agreed procedures work efficiently and expeditiously."



## Trade Union Finances

The mission's attention was repeatedly called to various problems relating to union finances. In its report, the mission cites a TUC study showing that the financial position of many unions is weak in view of the many functions they are called upon to perform and of the benefits they guarantee to members.

There is a tendency for unions to spend more than they receive from members' contributions, the number of unions in this position, according to the TUC study, having risen from 58 in 1954 to 75 in 1958. Some unions—32 in 1958—spend more than they receive from all sources.

The mission found members' contributions to be low. One student of British trade unionism, quoted by the mission in its report, has said that "the bald truth of the matter is that the British workers get their trade unionism on the cheap; in no country in the world are contributions, as a proportion of earnings, so low."

## Conditions of Labour and Disputes

Important chapters in the report are devoted to a description of trade union participation in determining the conditions of labour and in the settlement of disputes.

It is pointed out that: "The system of collective negotiations is generally regarded as an integral and essential part, if not the very basis, of industrial relations, and has become customary in nearly all walks of economic life. This system forms the foundation on which both the voluntary machinery set up by agreement between employers and trade unions and the statutory machinery have been built. The latter, although established by legislation, depends on the co-operation of organized workers and employers and follows largely the collective bargaining methods."

It is characteristic of British labour relations that no sharp line of demarcation can be drawn between bargaining on claims and the negotiations of a dispute. The same bodies deal with both up to the point of a breakoff. The Minister of Labour may

refer a matter to the Industrial Court for advice without the consent of the parties concerned. But if a matter is to be submitted for settlement, the consent of both parties is necessary.

The report notes, too, that "although the right to strike is amply guaranteed in the United Kingdom, trade unions seldom make use of it." Statistics cited by the report show that in 1959, strikes, including unofficial ones, were responsible for the loss of only one tenth of 1 per cent of the days worked. They also show that most work stoppages occur in coal mining, metal and engineering, motor manufacture, transport and shipbuilding. "These stoppages," the report adds, "are generally unofficial and their most frequent causes are demands for wage increases and other disputes in respect of remuneration."

The report attributes the position of influence occupied by the trade union movement in part to official support for collective bargaining—and to the Government's participation in collective bargaining as an employer. But the report also shows how this process has been carried much further.

First, the trade unions have long since won the right to be consulted, just as the employers are, whenever new labour legislation is contemplated. In addition, the report says, the unions, like the employers, are consulted on a wide range of industrial and economic problems not requiring legislation.

"Much of this consultation," the report points out, "is systematic and takes place through standing committees set up by the Government for the purpose."

The report also covers the organization and structure of the trade union movement, the working of trade union democracy, the political activities of the trade unions and their relations with the Labour Party.

It notes in conclusion that "the right of workers to combine in trade unions is no longer in question, and the unions themselves are now accepted as one of the institutions in the British system of democracy."

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## CORRECTION

In the report of the 1961 Labour Department-University Research Grants published on page 633 of the July issue, it was stated that J. Lucier, who is to undertake a study of the centralization of the personnel function in industry, is from McGill University. This is incorrect. Prof. Jacques Lucier is with the University of Montreal.

# TEAMWORK in INDUSTRY

*New problems will emerge, but new solutions will be found.* Cheerful optimism of this sort characterizes a progress report tabled at the last annual joint meeting of the Eastern and Western Labour-Management Committees, Nova Scotia Light and Power Co. Ltd., in Wolfville, N.S. Just before adjournment, R. M. Barteaux, divisional head of electric operations, expressed the view that a great deal had been accomplished. "Much would be lost if labour-management should cease now or in the future," he said.

Their 1960-61 progress report makes good reading. Of 41 problems examined during the year, the Eastern group solved 16 of them satisfactorily for both labour and management. The remaining 25 will require more gradual solution. The Western group was even more successful; members dealt with 41 topics during the year and only one remains pending.

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The title, "Safest mill crew in North America," was recently applied to the 575 employees of the Rayonier Company's Alaska Pine plant, New Westminster, B.C., for working a full year—1,173,302 hours—without an accident. Plant Manager A. G. Artman reports that Rayonier's progress in industrial accident prevention is the result of a continuous effort toward that goal throughout the last decade by workmen, supervisors and management.

Plant Safety Director Matt Buckingham, IWA, said plant personnel were encouraged to do their best because "we had the respect and confidence of management."

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*Plug That Leak* is the title of an anti-waste program launched at North-western Creamery Ltd. in Vancouver a few weeks ago by the firm's Labour-Management Production Committee. Aimed primarily at stimulating the company's 120 employees to dream up ideas to curb waste, the drive began producing results almost at once.

"The program is being enthusiastically supported by our entire team," reports Assistant Manager Ivor Fuller. "Some of the excellent ideas we've received are the product of clear, analytical thinking. They are vindicating the faith we have in the sound judgment of our employees."

General Manager Frank Norton observed that "constructive suggestions such as we've

received cannot help but produce a vigorous and healthy business." And shop steward Charlie Lewis, of Local 464, Milk Drivers' and Dairy Employees' Union, asserted: "It's just good business to plug leaks and reduce waste. No one benefits when losses occur!"

Administrative and employee members of St. Vincent Hospital's Labour-Management Consulting Committee in Ottawa recently honoured five fellow-workers whose service to the hospital totalled more than 120 years. The five were guests of honour at the Consulting Committee's annual dinner.

"Award of Merit" certificates, signed by the Very Rev. Sister General of the Grey Nuns of the Cross, Sister St. Paul, and hospital administrator Rev. Sister Marie-Michelle, S.G.C., were presented to each guest of honour, together with a \$25 purse and a corsage for the ladies, boutonnieres for the men.

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Employees of Burns and Company's plant at Calgary have won the Alberta safety shield for the fourth year in a row. The plant had the least lost time and lowest accident frequency among the province's packers' group for the past year. "Burns has stimulated interest in safety, not only within the company, but for all industry in general," said Charles Gilbert, labour commissioner of the Workmen's Compensation Board, who presented the award at a celebration dinner.

John Montgomery, President of Local 363, United Packinghouse Workers of America (AFL-CIO/CLC), stated: "This is certainly something to be proud of. It could not have been accomplished without wonderful co-operation among employees, management, and safety committees."

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Management participation will be sought for all future conferences of the Occupational Health Nurses Association. An announcement to this effect was made at the close of the 1961 conference, held at the University of Ottawa Medical School. The meeting was attended by 150 occupational health nurses from Ontario and Quebec, and sponsored by the Registered Nurses Association of both provinces.

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trades unions, the Service provides various aids in the form of booklets, posters and films.

## INDUSTRIAL RELATIONS AND CONCILIATION

### Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during August.

The Board issued six certificates designating bargaining agents, ordered three representation votes, granted two requests under Section 61 (2) of the Act for review of earlier decisions, and rejected three applications for certification. During the month the Board received ten applications for certification, one request under Section 61 (2) of the Act for review of an earlier decision, and allowed the withdrawal of three applications for certification.

#### Applications for Certification Granted

1. Seafarers' International Union of North America, Canadian District, on behalf of a unit of employees of the National Harbours Board comprising employees employed in the Montreal area and classified as engineer aboard the tugs *Sir Hugh Allan* and *Glenkeen* (L.G., Sept., p. 913). The National Association of Marine Engineers of Canada, Inc., had intervened.

2. Canadian Merchant Service Guild, Inc., on behalf of a unit of deck officers employed aboard the S.S. *Elmdale*, *Pinedale*, and *Sprucedale* by Redwood Enterprises Limited (L.G., Sept., p. 913). The Seafarers' International Union of Canada had intervened (see "Applications for Certification Rejected," below).

3. Canadian Merchant Service Guild, Inc., on behalf of a unit of deck officers employed aboard the S.S. *Hillsdale* by the Winona Steamship Co. Limited (L.G., Sept., p. 913). The Seafarers' International Union of Canada had intervened (see "Applications for Certification Rejected," below).

4. Transport Drivers, Warehousemen and Helpers Union, Local 106, and General Truck Drivers' Local 938, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of

Central Truck Lines Limited, Val d'Or, Que. (L.G., Sept., p. 913). Local 15026, District 50, of the United Mine Workers of America, had intervened.

5. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of cranemen, tow motor operators, and checkers employed by Upper Lakes Forwarding Limited at Fort William and Port Arthur, Ont., in loading and unloading ships engaged in the movement of domestic cargoes (L.G., Aug., p. 796).

6. Flat Lake and District Mine and Mill Workers' Union, Local 1031 of the International Union of Mine, Mill and Smelter Workers (Canada), on behalf of a unit of tungsten miners employed by the Canada Tungsten Mining Corporation Ltd. in the Flat Lake area of the Northwest Territories (L.G., Sept., 915).

#### Representation Votes Ordered

1. Cape Breton Projectionists Union of the International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, Local Union No. 848, Sydney, Glace Bay and New Glasgow, N.S., applicant, and Hector Broadcasting Co. Ltd., New Glasgow, N.S., respondent (Radio Station CKEC) (L.G., Sept., p. 915) (Returning Officer: D. T. Cochrane).

2. Canadian Brotherhood of Railway, Transport and General Workers, applicant, Island Shipping Limited, respondent, and Seafarers' International Union of Canada, intervener (L.G., Sept., p. 915). The Board directed that the name of the Canadian Brotherhood of Railway, Transport and General Workers be on the ballot in the vote, which affected a unit of unlicensed employees employed aboard the M.V. *Wheat King* and the S.S. *Northern Venture* by the company (Returning Officer: A. B. Whitfield).

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This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.



3. The Radio and Television Employees' Union (CKVL), applicant, Radio Station CKVL, Ltd., Verdun, Que., respondent, and National Association of Broadcast Employees and Technicians, intervener (L.G., Sept., p. 915). The Board directed that the names of both unions be on the ballot (Returning Officer: R. L. Fournier).

### Applications for Certification Rejected

1. Marconi Salaried Employees' Association (CFCF-TV), applicant, Canadian Marconi Company, Montreal, Que., respondent, and National Association of Broadcast Employees and Technicians, intervener (L.G., Aug., p. 796) (see "Reasons for Judgment" below).

2. Seafarers' International Union of Canada, applicant Redwood Enterprises Limited, respondent, Canadian Merchant Service Guild, Inc., intervener, and the National

Association of Marine Engineers of Canada, Inc., intervener (deck officers and marine engineers) (L.G., Sept., p. 915) (see also "Applications for Certification Granted," above) (see Item 3 below for reason for rejection).

3. Seafarers' International Union of Canada, applicant, Winona Steamship Co. Limited, respondent, Canadian Merchant Service Guild, Inc., intervener, and the National Association of Marine Engineers of Canada, Inc., intervener (deck officers and marine engineers) (L.G., Sept., p. 915) (see also "Applications for Certification Granted," above).

Cases 2 and 3 were rejected for the reason that the Board, having found that a unit consisting of deck officers employed on vessels of the respondent companies was in each instance appropriate for collective bargaining, and deck officers in each such unit

## Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board, in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

having signified in representation votes conducted by order of the Board in earlier applications for certification that they desire to be represented by another trade union as bargaining agent, and the Board having taken decisions certifying another trade union as bargaining agent for the deck officers employed by the respondent companies, the Board found in these circumstances that the units of deck officers and marine engineers proposed by the Seafarers' International Union of Canada were not appropriate for collective bargaining.

### Requests for Review of Decisions Granted

1. Brotherhood of Maintenance of Way Employees, Canadian National Eastern Lines System Federation, applicant, and Quebec North Shore and Labrador Railway Company, respondent (L.G., Aug., p. 796). The Board issued an amending certificate which added the classifications of rail welding foreman, ditching foreman, and caretaker to the bargaining unit.

2. The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, Upper Lakes Shipping Ltd., and Upper Lakes Forwarding Limited, joint applicants (L.G., Sept., p. 916). The Board issued an amending certificate changing the name of the respondent company to Upper Lakes Forwarding Limited, joint applicants (L.G., Sept., p. 916). The Board issued an amending certificate changing the name of the respondent company to Upper Lakes Forwarding Limited.

### Applications for Certification Received

1. Warehousemen and Miscellaneous Drivers, Local Union 419, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of float drivers employed by John N. Brocklesby Transport Limited, Etobicoke, Ont. (Investigating Officer: A. B. Whitfield).

2. Canadian Brotherhood of Railway, Transport and General Workers on behalf of a unit of longshoremen employed by Rowe's Freight and Marine Services Limited, Sydney, N.S. (Investigating Officer: D. T. Cochrane).

3. National Association of Broadcast Employees and Technicians, on behalf of a unit of employees of the Canadian Marconi Company employed at CFCF-TV, Montreal, Que. (Investigating Officer: C. E. Poirier).

4. International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, on behalf of a unit of employees

of the Canadian Marconi Company employed at CFCF-TV, Montreal, Que. (Investigating Officer: C. E. Poirier).

5. Seafarers' International Union of Canada on behalf of a unit of marine engineers employed by the Eagle Transportation Company Limited of Hamilton, Bermuda (Investigating Officer: D. T. Cochrane).

6. Association of Canadian Television and Radio Artists, on behalf of a unit of performers and staff announcers employed by the Canadian Marconi Company at CFCF-TV, Montreal, Que. (Investigating Officer: C. E. Poirier).

7. Seafarers' International Union of Canada on behalf of a unit of unlicensed employees employed by Island Shipping Limited (Investigating Officer: A. B. Whitfield) (see "Representation Votes Ordered," above).

8. International Longshoremen's and Warehousemen's Union, Local 502, applicant, on behalf of a unit of longshoremen employed by the Overseas Transport Company Limited at New Westminster, B.C. (Investigating Officer: G. H. Purvis).

9. Seafarers' International Union of Canada on behalf of a unit of unlicensed personnel employed by the Eagle Transportation Company Limited of Hamilton, Bermuda (Investigating Officer: T. B. McRae).

10. International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, on behalf of a unit of office employees employed by K.L.M. Royal Dutch Airlines at Montreal, Que. (Investigating Officer: C. E. Poirier).

### Applications for Certification Withdrawn

1. Transport Drivers, Warehousemen and Helpers Union Local 108 and General Truck Drivers' Local 938, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicants, Overnite Express Limited, Hull, Que., respondent, and The Association of Employees of Overnite Express Limited, intervener (L.G., Aug., p. 796).

2. General Drivers, Warehousemen and Helpers Local Union No. 979, applicant, and Atomic Transfer Ltd., Winnipeg, Man., respondent (L.G., Sept., p. 915).

3. Association of Canadian Television and Radio Artists, applicant, Canadian Marconi Company, Montreal, Que., respondent, and Marconi Salaried Employees' Association (CFCF-TV), intervener (L.G., Sept., p. 916) (for new application submitted since this withdrawal see "Applications for Certification Received," above).

## Request for Review of Decision Received

Request for amendment of the certificate issued by the Board on April 2, 1947, affecting Local 882, International Union of

Operating Engineers, applicant, and the United Grain Growers Terminals, Limited, Vancouver, B.C., respondent (L.G. 1947, p. 660).

## REASONS FOR JUDGMENT

in application for certification affecting

Marconi Salaried Employees' Association

Applicant

and

Canadian Marconi Company,

Respondent

and

National Association of Broadcast Employees and Technicians

Intervener

This is an application made by the Applicant, dated June 2, 1961, to be certified as the bargaining agent of employees of the Respondent employed in the operation of its television stations CFCF-TV, Montreal, Que., a division of the Respondent, the proposed unit being described as follows:

All employees at CFCF-TV except: Manager, Broadcasting Division, Sales Manager, Promotion Manager, Program Manager, Operations Manager, Engineering Manager, Business Manager, Divisional Controller, Secretary to Division Manager, Secretarial Stenographer to Division Controller, Executive Producer, Chief Announcer, Cop Co-ordinating Supervisor, Sports Director, Program Film Co-ordinator, News Director, Studio Supervisor, Art Director, Supervisor of Film Editing, Supervisor of Photography, Building Superintendent, Technical Maintenance Supervisor, Transmitter Supervisor, Accountant, Office Supervisor, Traffic Supervisor, Budget Supervisor, and National Sales Supervisor.

This television station operation is a newly established division of the Respondent, which was established to operate the television station for which the Respondent received a license from the Department of Transport in January, 1961.

For a considerable number of years the Applicant has represented employees of the Respondent employed in its factory establishment as bargaining agent, and has con-

cluded collective agreements with the Respondent covering such employees. It still continues to do so.

The Constitution of the Applicant under which it has operated prior to the middle of May 1961, hereinafter called the "original Constitution," provides that the Applicant shall be incorporated according to the Professional Syndicates Act of the Province of Quebec. Article IV of this Constitution authorizes the Applicant to negotiate on behalf of salaried employees of the Respondent in the matter of wages and working conditions and to exercise the rights and privileges given by the Professional Syndicates Act and to enter into agreements in writing with the Respondent duly authorized by resolution of the Association from time to time.

Article VI of the original Constitution provides:

VI. For the purpose of this Constitution, the salaried employees shall be deemed to consist of those employees in the Factory who are paid on a monthly or weekly basis, as classified under appendix I of the Salaried Employee-Employer Relations Code, as distinct from hourly paid employees.

Article XXIV of the original Constitution provides:

XXIV. The scope of the Association may be extended at any time to include other groups of salaried employees within the Company who desire to become members of the Association. Such an Act must be approved by a two-thirds majority vote of all the members in good standing of the Association. This vote shall be by means of secret ballot.

The Board consisted of A. H. Brown, Vice Chairman and Acting Chairman, and A. M. Balch, E. R. Complin, J. A. D'Aoust, A. J. Hills, Gérard Picard, A. C. Ross and H. Taylor, members. The judgment of the Board was delivered by the Vice Chairman and Acting Chairman.



Article XXX thereof provides:

XXX. This Constitution shall not be altered or amended in any way without approval of a two-thirds majority vote of all members of the Association. Notice of proposed alterations or amendments shall be given to the members at least two weeks prior to balloting. Changes in the by-laws of the Constitution shall, before coming into force, be deposited with the Provincial Secretary and approved by the latter.

According to the evidence given on July 11, 1961 before the Board on this application, the Executive Committee of the Association at a meeting thereof held in May 1961, by a majority vote approved an amended Constitution and By-laws for the Association, but this amended Constitution had never been approved by the Association in accordance with Article XXX of the original Constitution.

Section I of Article IV of the amended Constitution reads as follows:

*Section I*

"A member of the Association shall be a salaried employee of the Canadian Marconi Company who has paid fees assessed by the Association in accordance with the Professional Syndicates Act and this Constitution.

In effect this is a revision of Article VI of the original Constitution to authorize the Applicant to represent and to accept into membership not only salaried employees of the Respondent employed in its factory as stipulated in the original Constitution, but salaried employees employed in any other division of the Respondent's establishment or establishments as well.

According to the evidence submitted to the Board at the hearing, no action was taken to have the new Constitution approved by the members of the Association pursuant to Article XXX of the original Constitution nor to extend the scope of the Association to salaried employees of the company other than those employed in the factory, in the manner provided in Article XXIV.

The Board does not consider that the employees in the T.V. station of the Respondent are part of the factory establishment of the Respondent.

The Board therefore finds in favour of the contention of the Intervener that the action of the Applicant's Executive Committee in purporting to adopt the revised Constitution was ineffective for this purpose and that the Applicant has no authority under its original Constitution, which thus still governs the activities of the Applicant,

to represent employees for collective bargaining who are employed in the television station of the company or to accept them into membership in the Association.

On this ground therefore the application fails.

The Applicant has also failed to establish to the satisfaction of the Board that at the time of the making of the application a majority of the employees in the bargaining unit covered by the application were members in good standing of the Applicant for the purposes of Section 7 of the Industrial Relations and Disputes Investigation Act.

Under the By-laws of the Applicant, members are required to pay dues of 50¢ bi-weekly, making a total of \$13.00 per annum or an amount of \$1.083 per month in dues. Applicants for membership in the Association are required to pay a \$1.00 initiation fee. Section 15 of the Board's Rules of Procedure provides as follows:

15. For the purpose of section 7 of the Act, a member in good standing of a trade union shall be deemed by the Board to be a person who, in the opinion of the Board, is at the date of the application for certification
  - (a) a member of the union; and
  - (b) has, on his own behalf, paid at least one month's union dues for or within the period commencing on the first day of the third month preceding the calendar month in which the application is made and ending upon the date of the application; or
  - (c) where he has joined the union within the period mentioned in paragraph (b) has, on his own behalf, paid the union application or admission fee in an amount at least equal to one month's union dues.

The Board finds upon the basis of the report of its Investigating Officer following his examination of the membership records of the Applicant and the employee payroll records of the Respondent that only 48.5 per cent of the employees in the bargaining unit covered by the application, and which the Board finds to be an appropriate unit (that is to say 82 employees out of a total of 169 employees in the bargaining unit) were members in good standing of the Applicant as of the date of the application.

For the reasons given above the application is rejected.

(Sgd.) A. H. BROWN,  
Vice-Chairman and  
Acting Chairman,  
For the Board.

Dated at Ottawa, August 23, 1961.

# Conciliation and Other Proceedings before the Minister of Labour

## Conciliation Officers Appointed

During August, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Pacific Stevedoring & Contracting Company Limited, Prince Rupert, B.C., and Local 505 of the International Longshoremen's and Warehousemen's Union (Conciliation Officer: G. R. Currie).

2. J. C. Malone and Company (1959) Limited and Three Rivers Shipping Company Limited, Three Rivers, Que., and Local 1846 of the International Longshoremen's Association (Conciliation Officer: Rémi Duquette).

3. Frontenac Broadcasting Company (CKWS-TV), Kingston, Ont., and International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada (Conciliation Officer: F. J. Ainsborough).

4. Trans-Canada Air Lines, Montreal, and Trans-Canada Air Lines Sales Employees Association (Conciliation Officer: Rémi Duquette).

5. Canadian Arsenals Limited (Gun Ammunition Division), Lindsay, Ont., and Local 796 of the International Union of Operating Engineers (Conciliation Officer: T. B. McRae).

## Settlements Reported by Conciliation Officers

1. Hamilton Terminal Operators Limited, Hamilton, Ont., and Local 1879 of the International Longshoremen's Association (Conciliation Officer: F. J. Ainsborough) (L.G., May, p. 472).

2. Pacific Tanker Company Limited, Vancouver, and Seafarers' International Union of North America, Canadian District (Conciliation Officer: G. R. Currie) (L.G., Jan., p. 45).

## Conciliation Boards Appointed

1. Barnhill's Transfer Limited, Truro, N.S., and Locals 76 and 927 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen's and Helpers of America (L.G., Sept., p. 921).

2. The Commercial Cable Company, and Seafarers' International Union of Canada, *S.S. Cable Guardian* (unlicensed personnel) (L.G., Aug., p. 797).

3. Quebec Paper Sales and Transportation Company Limited, Donnacona, Que., and Seafarers' International Union of Canada (L.G., Aug., p. 797).

4. H. W. Bacon Limited, Toronto, and Local 419 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., Aug., p. 796).

## Conciliation Boards Fully Constituted

1. The Board of Conciliation and Investigation established in July to deal with a dispute between the Canadian National Railways (Atlantic, St. Lawrence, Great Lakes, Mountain and Prairie Regions, and including Newfoundland District) and Brotherhood of Locomotive Firemen and Enginemen (L.G., Sept., p. 921) was fully constituted in August with the appointment of His Honour Judge René Lippé of Montreal as Chairman. Judge Lippé was appointed by the Minister in the absence of a joint recommendation from the other two members, T. R. Meighen, Q.C., of Montreal and Douglas M. Fisher, M.P., of Port Arthur, who were previously appointed on the nomination of the company and union, respectively.

2. The Board of Conciliation and Investigation established in July to deal with a dispute between the Canadian Pacific Railway Company (Atlantic, Eastern, Prairie and Pacific Regions, including Quebec Central Railway Company and Dominion Atlantic Railway Company) and Brotherhood of Locomotive Firemen and Enginemen (L.G., Sept., p. 921) was fully constituted in August with the appointment of His Honour Judge René Lippé of Montreal as Chairman. Judge Lippé was appointed by the Minister in the absence of a joint recommendation from the other two members, R. V. Hicks, Q.C., of Toronto and Douglas M. Fisher, M.P. of Port Arthur, who were previously appointed on the nomination of the company and union, respectively.

3. The Board of Conciliation and Investigation established in July to deal with a dispute between the Canadian Pacific Railway Company (Atlantic, Eastern, Prairie and Pacific Regions) and Brotherhood of Railroad Trainmen (L.G., Sept., p. 922) was fully constituted in August with the appointment of His Honour Judge John B. Robinson of Haileybury, Ont., as Chairman. Judge Robinson was appointed by the Minister in the absence of a joint recommendation from the other two members, R. V. Hicks, Q.C., of Toronto and Hon.

A. W. Roebuck, Q.C., of Ottawa, who were previously appointed on the nomination of the company and union, respectively.

### Settlements Reached following Board Procedure

1. B.C. Air Lines Limited, Vancouver, and Canadian Brotherhood of Railway, Transport and General Workers (L.G. Sept., p. 929).

2. Northland Navigation Company Limited, Vancouver, and Seafarers' International Union of North America, Canadian District (L.G., Aug., p. 799).

3. Canadian Pacific Railway Company, S.S. *Princess Helene*, and Seafarers' International Union of North America, Canadian District (L.G., Jan., p. 45).

### Settlements after Strikes after Board Procedure

1. Hamilton Shipping Company Ltd., Yorkwood Shipping & Trading Co. Ltd.

and the Hamilton operations of Eastern Canada Stevedoring Co. Ltd., Cullen Stevedoring Co. Ltd., Caledon Terminals Ltd., Pittston Stevedoring Corp. of Canada, and Local 1654, Hamilton, of the International Longshoremen's Association (L.G., Sept., p. 922). Stoppage of work occurred July 12; work resumed August 18.

2. Eastern Canada Stevedoring Co. Ltd., Cullen Stevedoring Co. Ltd., Caledon Terminals Ltd., Pittston Stevedoring Corp. of Canada, and Local 1869 and 1842, Toronto, of the International Longshoremen's Association (L.G., Sept., p. 922). Stoppage of work occurred July 10; work resumed August 18.

### Strike after Board Procedure

Radio Station CJMS Limited, Montreal, and National Association of Broadcast Employees and Technicians (L.G., May, p. 472). Stoppage of work occurred August 11.

## UAW Agreements Break New Ground

New ground in labour-management relations has been broken by collective agreements in the United States automobile industry.

The United Automobile Workers have gained from one manufacturer a profit-sharing plan. From this company and two of the "Big Three" the union has won a broadening of supplementary unemployment benefit provisions to lengthen the duration of payments, increase the amount of benefit, and provide for the payment of benefit for any part of an unscheduled short week not worked.

The changes in SUB bring the UAW closer to its goal of a guaranteed annual wage.

The agreements at General Motors and Ford came after the workers had walked out.

### General Motors Agreement

Substantial economic gains for employees were provided in the three-year agreement at General Motors. The agreement was tentatively reached on September 6, one day after the union had extended its strike deadline for a second time.

Although the agreement forestalled a company-wide strike on economic issues, it did not prevent a plant-by-plant strike over local working conditions. By the time this strike was settled, it had led to the shutting down of 92 of the company's 129 plants, and had laid idle 255,000 production workers out of a total work force of

between 325,000 and 350,000. Because it shut off deliveries of parts to plants of General Motors of Canada, the strike caused brief layoffs of Canadian auto workers.

Chief issue in the local strikes was the amount of "relief time" to be allowed assembly and production line workers.

The main gains in the economic agreement included:

—Increase in supplementary unemployment benefits to nearly 80 per cent of take-home pay, when combined with unemployment compensation, for a maximum of 52 weeks instead of the previous 26 weeks (in most states).

—Provision of 65 per cent of straight-time hourly pay for each hour not worked under 40 in a scheduled short work week.

—A wage increase of 6 cents an hour, or 2.5 per cent, whichever is greater, plus cost-of-living allowances adjusted on a quarterly basis.

—Incorporation in the base wage rate of 12 cents of the previous 17-cent adjustable cost-of-living allowance.

—Increase in pension benefits from a rate of \$2.50 to a rate of \$2.80 a month for each year of credited service.

—Increased hospital, surgical and medical benefits, with 2 cents of the 1961 wage increase being diverted to help pay the cost of hospital-medical benefits, and the rest of the cost being paid by the company.

(Continued on page 1092)



# LABOUR LAW

## Legal Decision Affecting Labour

Supreme Court of British Columbia finds union, three officers and 16 members jointly liable for damages suffered by company as result of an illegal strike

On May 31, 1961, Mr. Justice Munroe of the Supreme Court of British Columbia found Local 115 of the International Union of Operating Engineers, three of its officers and 16 other members of the union jointly liable for damages suffered by Perini Pacific Ltd. as a result of an illegal strike.

The Court held that the employees concerned, in refusing to work, acted in combination for the purpose of compelling the company to agree to terms of employment in breach of the Labour Relations Act, and caused an unlawful strike. Further, the Court held that the picketing at the job site was in contravention of the Trade-unions Act and therefore illegal.

Local 115 of the International Union of Operating Engineers was certified as bargaining agent for the operating engineers employed by Perini Pacific Ltd. The union and the company were bound by a collective agreement dated February 12, 1959. The company was under contract with the B.C. Department of Highways to construct a bridge over the Fraser River at Port Mann, B.C., within a specified time.

On September 28, 1960, the company discharged one of its employees, a member of the union, for cause. Actually his pay-off slip showed not that he was discharged, but rather that he was "laid off" as being "not satisfactory" and contained the foreman's recommendation that he be "not re-hired". This was done with a view of not prejudicing the employee's chance for employment with others, and of not disqualifying him for unemployment insurance benefits.

The pay-off slip was not shown either to the employee concerned or to the union, but the company explained by telephone to the union officer that the employee discharged was unsatisfactory and lazy and under no circumstances would the company re-hire him. Nevertheless, on October 13,

the employee in question was sent by the union and was re-employed by the company as a mechanic's helper. The next day, however, the company's project manager learned about the re-employment and immediately gave instructions to dismiss the employee. As a result, the 17-member crew of operating engineers (with the exception of the shop steward) ceased to work and refused to continue to work.

The company's representative told the men that they must resume work and suggested that the grievance procedure outlined in the collective agreement should be followed, but the men persisted in their refusal, stating that they would return to work only if the discharged employee was reinstated in his employment. Then the company discharged all members of the crew for refusal to work (except the shop steward, who was willing to work) and informed one of the union's business agents of what had happened. The union officer's answer was that there was "nothing he could do," and he did nothing. Later, more employees refused to work and were discharged. All these dismissals were made for just cause, namely, refusal to work.

On October 17, a meeting took place between the representatives of both the company and the union. The union officials insisted that the union had no part in the refusal of the men to work; the company representatives expressed their doubts on that. The company asked what the union proposed to do about the illegal strike and insisted that the men involved should be disciplined by the union; otherwise the company would not re-hire them.

The union representatives claimed that the men should be re-hired and maintained that the union could not discipline them. Also, the union representatives let it be known that the men would return to work if the company would dismiss one of the supervisors.

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This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

The dismissal of the employee, which provoked the cessation of work, was discussed in an inconclusive way, the company's representatives suggesting that grievance procedure could and should have been invoked without any cessation of work.

At a second meeting held the same day, the company's representatives read evidence that would indicate that the men were waiting for instructions from the union about returning to work and said it appeared that the whole dispute was arranged by the union. The discussions broke up with no solution in sight.

Between October 17 and November 15, the access road leading to the bridge project was picketed, causing a complete cessation of work. The company made a complaint to the Labour Relations Board under the provisions of the Labour Relations Act. On October 27, the Board ordered the union and employees to cease supporting, encouraging, condoning or engaging in activities that were intended to obstruct or limit production. The order of the Board was disobeyed.

Subsequently, on November 12, an *ex parte* injunction was granted by Mr. Justice Wilson restraining, until the trial, the union, its agents and employees from watching, besetting or picketing for the purpose of persuading or inducing any employee or any other person to cease or abstain from working for the company in connection with the bridge project. The construction of the bridge was resumed about November 21 after a settlement between the union and the company under which some, but not all, of the strikers were re-employed.

As a result of the work stoppage, the completion of the construction of the bridge was delayed for 37 days. During the stoppage of work, the union paid to each of its discharged members, out of its "strike and defence fund," sums of money equivalent to that which they would be entitled to draw from the Unemployment Insurance Fund had they been eligible for those benefits.

Under the union constitution such payments are authorized to assist "in sustaining the members in cases of lockouts or authorized strikes." This strike, however, was not sanctioned by the international union. Indeed, the President of the international union on November 16 ordered the officers of the Local to return the men to work. Later, at the trial, some employees claimed that the payments were by way of a loan. The union constitution and by-laws provide, however, that the "strike and defence fund" can be used only for strike,

lockouts and defence purposes and there is no authority to loan such money to members.

After the resumption of work, the company brought action against the union, three of its officers and 16 other members for damages, for an order for a permanent injunction, and a declaration that the collective agreement was no longer binding upon the company.

Mr. Justice Munroe in his reasons for judgment drew attention to a clause of the collective agreement that provided that only pickets or placards authorized by an AFL-CIO Building Trades Council were to be recognized and that the union agreed to abide by the labour laws of the province. In the dispute under review, the Building Trades Council did not authorize any picketing and such permission was not sought by the union. The collective agreement provided also for a grievance procedure that provided for various ways of settling grievances between the employer and the union with, as a final resort, an arbitration board that would render a final decision binding on the parties.

Also, Mr. Justice Munroe referred to various sections of the B.C. Labour Relations Act dealing with the definition of "strike" (S. 2(1)), limitations of trade union activities regarding limitations or restriction of production or services (S. 5(2)), inquiry by the Labour Relations Board into unfair labour practices (S. 7), prohibition of strikes during the term of a collective agreement (S. 46(2)), pre-strike vote (S. 50(1)), illegality of strikes where the trade union has not complied with Section 40 and Sections 45 to 50 of the Act. He noted that in the dispute at bar no strike vote was taken at any time.

Further, Mr. Justice Munroe made reference to specific sections of the B.C. Trade-unions Act, such as: Section 2 (definition of "labour dispute" and "lockout"), Section 3 (prohibiting all persuasion, including picketing in case of illegal strike), Section 4 (liability in damages for breach of the Labour Relations Act and for picketing in case of illegal strike and for secondary boycott activities), Section 5 (acts of union members which are not actionable), Section 7(2) (legal entity of trade unions).

Upon the evidence, Mr. Justice Munroe found that the union members (the defendants in the case at bar) who were employed by the company, in refusing to work, acted "in combination or in concert or in accordance with a common understanding for the purpose of compelling their employer to agree to terms or conditions of employment"

of its employees, in breach of Section 46 (2) and Section 50 of the Labour Relations Act, that they chose not to follow the grievance procedure and that their refusal to work was an illegal strike. Further, their picketing upon the access road and at the job site constituted a breach of Section 3 (2) of the Trade-unions Act. The individual defendants, having acted in concert in breach of the Labour Relations Act and in breach of the Trade-unions Act, became jointly and severally liable in damages under Section 4 of the Trade-unions Act. The company suffered damages as the result of an unlawful strike and as the result of picketing which brought the construction of the bridge to a virtual halt.

Mr. Justice Munroe found also that three of the union officials who were not the company's employees were equally liable with the individual defendants for damages because they were parties to the illegal acts above described and therefore must have shared as individuals the responsibility for the violations of the Labour Relations Act and the Trade-unions Act. Their submission that they should not be individually liable because whatever they said or did was only as officials or agents of the union and not as individuals was rejected.

Next, Mr. Justice Munroe dealt with the liability for damages of the union as such. He rejected the submission made on behalf of the union that nothing could be done about the illegal strike. In his opinion, the union officers could have told the men at once that they had acted in breach of the law; they could have ordered the men to resume work on pain of being subjected to the very considerable disciplinary powers available to the union; they could have forbidden picketing on pain of being disciplined by the union, since the union could also be liable in law for such picketing. Instead of putting obstacles in the way of resumption of work, the union could have devoted their efforts to getting work under way and, if thought necessary, the union could have initiated grievance procedure. Mr. Justice Munroe also pointed to the fact that under the Trade-unions Act the act of any member of a trade union is presumed, unless the contrary is shown, to be done, authorized, or concurred in by the trade union.

Counsel for the union referred to Section 22 of the Labour Relations Act and argued that the court had no jurisdiction in the dispute at bar by reason of the terms of the collective agreement and that exclusive jurisdiction is vested in the arbitration board as provided in the agreement. Mr. Justice Munroe rejected this argument. He

noted that Section 22 provides for final and conclusive settlement without stoppage of work, "by arbitration or otherwise," but the compulsion is limited to differences between the persons bound by the agreement "concerning its interpretation, application, operation or any alleged violation thereof." The dispute under review was not such a difference. The proceedings before the court were not in respect of a dispute which the parties agreed to refer to arbitration. Nor was there a *bona fide* labour dispute, but a breach of a statute. Consequently, Mr. Justice Munroe held that the court had jurisdiction to determine the liability and assess the damages recoverable under Section 4 of the Trade-unions Act.

Counsel for the union submitted that the union as such did not persuade or endeavour to persuade anyone not to enter the company's place of operation or employment, did not authorize or concur in anything done by the individual defendants which was prohibited by either the Labour Relations Act or by the Trade-unions Act, and could only be liable for the acts of its agents when acting within the scope of their authority as ascertained by the constitution and by-laws of the union.

Further, the union argued that the word "concurs" as used in Section 4 of the Trade-unions Act does not impose liability on one only because of an opinion which one may hold, but rather that such concurrence can only be inferred by his actions. Mr. Justice Munroe agreed with the latter submission that the word "concur" as used in Section 4 actually means "to combine in action" or to "co-operate with"; in other words, one does not become liable under that section because of one's thoughts, but rather because of one's actions or failure to act in breach of a legal duty.

When considering the whole of the evidence before the court, Mr. Justice Munroe found factors that pointed to the personal liability of the three union officers and other factors that pointed to participation by the union in the strike and in the activities that followed. For instance, a proposal for settlement made by the company was not even placed before the union members for consideration. Further, the minutes of the meetings of the general membership of the union and of its Executive Board led to the conclusions that the union was directing or giving leadership to the activities of the men throughout. Having regard to the whole of the evidence, Mr. Justice Munroe concluded that the union as such was a party to the statutory breaches that occurred and authorized and concurred in the prohibited acts of the individual defendants.



Mr. Justice Munroe accordingly held that the union was liable to the company for its damages.

However, since the settlement of the strike had already been made and the parties to the collective agreement were conducting themselves as if it were still in force, and as there was no statutory or contractual breach threatening or occurring, he did not grant the declaration that the

collective agreement was not binding on the company, nor did he grant the permanent injunction requested. The court assessed damages jointly against all the defendants (the union, three union officers and 16 other union members) at the sum of \$39,559.03. *Perini Pacific Ltd. v. International Union of Operating Engineers, Local 115, et al.*, Canadian Labour Law Reports, August 29, 1961, Para. 15,370.

## Recent Regulations under Provincial Legislation

Quebec raises minimum wages of forestry workers, and sets out special vacation pay requirements for salesmen paid entirely by commission. Alberta revises regulations for stationary engineers, changing requirements for examinations

In Quebec, a new minimum wage order for forestry workers increased, by  $7\frac{1}{2}$  or 10 per cent, rates for persons hired on a fixed wage basis and set special rates for pieceworkers engaged in cutting pulpwood and sawlogs. Another order of the Quebec Minimum Wage Commission dealt with vacation pay of salesmen paid exclusively by commission.

In Alberta, new regulations under the Boilers and Pressure Vessels Act made some changes in the requirements for examinations for engineers' certificates. An order of the Board of Industrial Relations extended the seasonal exemption from the hours standards previously granted to employees in the logging and sawmill industries.

### Alberta Boilers and Pressure Vessels Act

Alberta Regulation 200/61 respecting engineers and firemen has been issued under the Boilers and Pressure Vessels Act. Gazetted July 31, it rescinds Alta. Reg. 93/57 (L.G. 1957, p. 1495).

Most provisions previously in effect are retained. The main new ones relate to changes in examinations for First and Second Class Engineers, qualifying experience for Fourth Class Engineers, and credit for technical courses.

The new regulations provide for the division of examinations for First and Second Class Engineers' Certificates into Part A and Part B. Part A may be taken after the candidate has obtained 12 months of specified qualifying experience. Alternatively, both parts may be taken after completion of the required qualifying experience. Part A, however, must be passed before marks may be assessed for Part B. The candidate must obtain 70 per cent of the total marks

allotted for each part of the examination, the same percentage as formerly required for the single examination.

A candidate for a Fourth Class Engineer's examination may now submit as one of the options for acceptable qualifying experience proof that he has been employed for a minimum period of at least 24 months as a fireman of any steam plant, and holds a Fourth Class Certificate issued by an approved school of technology.

The new regulations contain additional provisions specifying what credit for technical courses may be allowed in connection with examinations for Second, Third and Fourth Class Engineer's Certificates.

In this respect, a candidate who holds a diploma awarded by an approved school of technology for the completion of a two-year day course in power plant engineering is qualified for a Second Class Engineer's examination if he also has an Alberta Third Class Engineer's Certificate and one-half the qualifying experience of the type required by specified sections of the regulations.

Likewise, if he holds a diploma for completion of the above two-year course, he is qualified for a Third Class Engineer's examination, provided that he has four months qualifying experience of the type required by specified sections of the regulations.

Similarly, if a candidate has successfully completed the first term of the foregoing two-year course in power plant engineering, he is qualified for a Fourth Class Engineer's examination.

The Chief Inspector may now determine the duration of any Temporary Certificate, provided that the period does not exceed the

time necessary for the person to qualify for the required valid certificate. Previously the duration was specified in the regulations.

A new obligation placed upon the owner of a steam plant requires him to designate one person to be the chief steam engineer.

### Alberta Labour Act

An order under the Alberta Labour Act extending the seasonal exemption from the hours provisions of the Act previously granted to employees in the logging and sawmill industry was gazetted on July 31 as Alta. Reg. 202/61, to take effect from date of publication. It replaces Alta. Reg. 359/58.

The new order has the same territorial application as the former order, applying to persons employed in the logging and sawmill industry in rural areas more than 10 miles from any city or in towns and villages with a population of less than 1,000.

The order permits such employees to work up to nine hours in a day and up to 208 hours in a month from November 1 each year to March 31 of the following year. Previously, longer hours were permitted only during the period from December 1 to March 31.

In areas where climatic conditions are such that logging and sawmill operations cannot be carried on during this period, hours of employees may be extended during the period from June 1 to October 31, subject to the approval of the Board of Industrial Relations.

As before, time and one-half the regular rate must be paid for all hours worked in excess of nine in a day or 208 in a month, whichever is greater.

### British Columbia Apprenticeship and Tradesmen's Qualification Act

In British Columbia, special regulations respecting certificates of proficiency in the automobile mechanic trade, one of the trades designated under the Apprenticeship and Tradesmen's Qualification Act, were gazetted on July 27 as B.C. Reg. 107/61.

In the new regulations, the automobile mechanic trade is defined as "the repair, adjustment and replacement of mechanical and electrical parts of automobiles, trucks and buses and such work as is usually performed by a journeyman automotive mechanic."

Any person who submits satisfactory proof of having served an apprenticeship in the automobile mechanic trade or of having completed a period of qualifying time of

10,000 hours may be issued a certificate of qualification upon passing the prescribed examinations.

Examinations, which will include both theoretical and practical tests, will be prepared by the advisory committee, and must be forwarded to the chairman of the examining board at least 10 days prior to the examinations. Completed tests are to be marked and evaluated by the trade examining board in consultation with the advisory committee.

A candidate who fails to pass an examination may apply for further examinations on the subjects in which he failed.

### Quebec Minimum Wage Act

The Quebec Minimum Wage Commission has issued a new minimum wage order for forestry workers, increasing minimum wages of persons hired on a fixed wage basis by  $7\frac{1}{2}$  or 10 per cent and establishing piecework rates for persons engaged in cutting pulpwood and sawlogs. The new order, which replaces a 1960 order (L.G., May 1960, p. 647), went into effect on July 8, the date of publication, and will remain in force until May 1, 1962.

Another order approved by O.C. 1643 of July 27 and gazetted August 5 deals with vacation pay for salesmen paid exclusively by commission.

### Order No. 39 (1961)—Forest Operations

Except that it expressly covers persons engaged in clearing away brush for the construction of roads, dams or transmission lines, the revised order has the same coverage as the order it replaces, applying to all employees engaged in logging or driving operations, reforestation enterprises, forest fire prevention work or forest improvement undertakings. Caterers, contractors, subcontractors and intermediaries connected with any of these undertakings are also subject to the Order.

The exemptions are also unchanged and include: employees in wood processing plants other than sawmills producing lumber for logging operations; emergency fire fighters; workers transporting lumber outside the forest; farm employees; the employer's consort; persons working in a forest colony, and workers exempted from the Minimum Wage Act.

Employees covered by a collective agreement under the Labour Relations Act which has provisions relating to wages and working conditions which are generally better than those set out in the order are exempted from Parts II and III in so far as supervision of the Commission is concerned.

## Hours

As before, the normal work week for forestry workers is 54 hours except in the case of cooks, kitchen help, stablemen, guards, fire rangers, workers who load and unload boats, persons engaged in driving operations, pieceworkers whose hours cannot be established and employees engaged in clearing away brush. Such persons are deemed to have no normal work week and are therefore not entitled to overtime. As before, time spent travelling between the camp and the work area is considered working time and must be paid for at regular rates.

## Minimum Rates

Hourly, daily and weekly rates are again set for persons hired on a fixed wage basis, the determining factor being the extent to which hours are controlled. The minimum for employees whose hours of work are verifiable has been increased from 90 cents to \$1 an hour; that of workers whose hours cannot be verified from \$8 to \$8.60 a day. Forestry workers without a regular work week are now to receive \$51.60 a week instead of \$48.

The revised order adopts a policy followed until the 1960 revision and sets special minimum rates for inexperienced or handicapped employees (including pieceworkers) whose productivity is below average. The minimum for employees in this category is 60 cents an hour if their hours can be verified and \$6 a day if they cannot. In addition, the order imposes a quota, stipulating that the number of inexperienced and handicapped employees may not exceed 10 per cent of the total labour force in any one camp.

The minimum for pieceworkers other than those whose output is below normal and pieceworkers cutting pulpwood and sawlogs is now \$10 a day instead of \$9. The rates for pieceworkers who have worked less than 12 days for the one employer are the same as before, 60 cents an hour if their hours can be verified, \$6 a day if they cannot.

In line with practices followed until 1960, the new order sets special piecework rates for pieceworkers or jobworkers engaged in cutting pulpwood and sawlogs. In pulpwood operations, pieceworkers who cut and pile the logs are to be paid \$4.80 per cord for aspen and poplar and \$6 per cord for other wood. For cutting wood measured in solid cubic feet they are to receive \$5.60 per 100s.c.f. for aspen and poplar and \$7.05 per 100 s.c.f. for other wood.

Slightly lower rates are set for employees in pulpwood operations who do not pile the logs. The minima for aspen and poplar are \$4.15 per cord and \$4.90 per 100 s.c.f. and for other wood \$5.20 per cord and \$6.15 per 100 s.c.f.

In addition to the rates described above, the order requires pulpwood cutters to be paid an additional allowance for peeling. The minimum for this work is \$2.65 per cord for aspen and poplar and \$3.30 per cord for all other wood. For wood measured in solid cubic feet the rates for peeling are \$3.15 and \$3.85 per 100 s.c.f., respectively.

Pieceworkers and jobworkers who cut sawlogs and perform such auxiliary work as building small hauling roads and swamp- ing are to be paid at least \$9 per 1,000 board feet, \$6 per cord, or \$7.05 per 100 s.c.f., depending on the unit of measurement. If they do peeling, they are to receive an additional \$7.25 per 1,000 board feet, \$3.20 per cord or \$3.85 per 100 s.c.f.

Pieceworkers who do not construct small hauling roads or perform other auxiliary work may be paid at a lower rate provided the rate is specified in the engagement contract and is not less than \$9 a day.

As previously, the order stipulates that the piecework rates apply to the quantity of marketable timber accepted by a culler as defined in the Quebec Cullers' Act. It further provides that the culling system used for calculating stumpage dues must be used as the basis for calculating wages of cutting pieceworkers.

## Overtime

Under the revised order, an hourly rated employee not governed by a collective agreement must be paid one and one-half his regular rate for overtime; all other forestry workers are to be paid one and one-half the applicable minimum rate. Previously, the overtime rate was one and one-half the minimum for all forestry workers.

The new order also provides that employees hired for a fixed weekly, monthly or yearly salary need not be paid overtime if they earn \$65 or more a week. Formerly, this exemption applied to persons earning \$62 a week or more.

## Deductions

Except that the maximum charge for board and lodging has been raised from \$1.50 to \$1.65 a day, the provisions regarding deductions from wages are the same as formerly. Employers are again prohibited from charging for the rental or use of bedding, but may make deductions from an employee's wages if bedding is lost or



not returned, provided the rates are mentioned on notices and pay statements. They may also charge for laundering if a price list is posted in the employees' living quarters.

All employees except pieceworkers and jobworkers must be provided with the necessary tools and equipment at the employer's expense and may not be charged for worn or broken tools or accessories. Employers, however, are again permitted to make deductions from wages if tools, equipment or safety garments are lost or not returned.

The following other deductions are permitted: deductions imposed by an Act or court order; cash advances made to the worker, and the price of goods sold, provided a price list is posted in a conspicuous place in a camp building.

#### *Weekly Rest*

As before, forestry workers with a regular work week must be given a weekly rest of 24 consecutive hours or two periods of 18 hours each.

#### *Vacation Pay*

Under the revised order, every forestry worker who has worked at least 50 days (previously 75 days) within a four-month period for one employer is entitled, on termination, to vacation pay equal to 2 per cent of earnings. The order again stipulates that the vacation allowance does not apply to employees laid off, further providing that work shortage or the termination of cutting or other operations does not mean "laid off".

Employees whose service has been continuous must be paid their vacation allowance for the previous 12-month period during the month of May.

#### *General Provisions*

The general provisions dealing with notices, contracts, records and earnings statements are substantially the same as formerly.

Before beginning operations, the employer must send the Commission written notice of his plans, at the same time requesting sufficient copies of this order for posting in his camps.

Before an employee starts to work, the employer must give him a signed contract showing the conditions of employment, including method of payment and wage rate. A copy must be sent to the Commission when an employee's services are terminated.

The order again provides that the employee must be reimbursed for his transportation expenses en route, including board

and lodging, with the employer being permitted to claim for such services any sum specified in the hiring contract.

Employers engaged in forestry operations are again required to keep records showing in respect of each employee: name and address, occupation, date of commencement of employment, pay period, total number of hours worked, overtime, rate and basis of wages, deductions, take-home pay and, where applicable, information regarding vacation pay. Particulars respecting hours and overtime need not be recorded in the case of employees whose hours cannot be established nor in the case of workers on a fixed weekly, monthly or annual salary whose weekly wage is \$65 or more because, as previously noted, such employees are not entitled to overtime. Records are to be kept for at least six years and particulars must be forwarded to the Commission upon request.

Every pay day, an employee must be given a statement showing: his name and address; pay period; total number of hours worked, including overtime; wage rate and wages earned; the amount of earnings, if a pieceworker or jobworker, and the basic rate specified in the engagement contract; deductions, and take-home pay. However, pay statements of persons hired for a fixed weekly, monthly or yearly wage and earning more than \$65 a week need not show hours worked as these employees have no right to claim payment for overtime.

The operation commonly known as "bunching" is again prohibited.

The order also contains the usual provisions regarding the posting of orders, regulations or other documents sent by the Commission.

#### **Order 3, 1957—Vacations With Pay**

Salesmen paid wholly or partly by commission had originally been excluded from the general vacation order, but an order gazetted March 11 brought all salesmen within the scope of the order except salesmen paid exclusively by commission who have worked less than three consecutive months for one employer.

The amending order sets out special vacation pay requirements for salesmen paid entirely by commission who have worked three or more consecutive months for the one employer. It provides that such salesmen must receive vacation pay equal to 2 per cent of their net earnings after deductions for selling expenses have been made. The order further provides, however, that vacation pay may not exceed 2 per cent of \$1,000 of commission per month or \$12,000 for 12 months.

# UNEMPLOYMENT INSURANCE

## Monthly Report on Operation of the Unemployment Insurance Act

Claimants for benefit at end of July down 4.3 per cent from end of June and 13 per cent from end of July 1960, statistics\* show. Total of initial and renewal claims during month up 12 per cent from June, down 10 per cent from July 1960

Claimants† for benefit on July 31 numbered 255,300. This represented a drop of 4.3-per-cent from the June 30 total of 266,900 and a decline of 13 per cent from the 294,100 reported at July 29, 1960.

Initial and renewal claims for benefit in July amounted to 126,200, a total of 12 per cent greater than the 112,800 in June but 10 per cent smaller than the 140,400 in July 1960. The increase from June to July is associated mainly with the closing of plants for annual holidays.

The average weekly number of beneficiaries in July was estimated at 191,000, compared with 249,600 in June and 225,900 in July last year.

The average weekly benefit payment was \$23.13 in July, \$23.57 in June and \$21.81 in July 1960.

### Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for July show that insurance books or contribution cards had been issued to 4,425,033 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1961.

At July 31 employers registered numbered 332,258, an increase of 248 since June 30.

### Enforcement Statistics

During July 9,116 investigations were conducted by enforcement officers across Canada. Of these, 6,525 were spot checks

In a comparison of current employment consideration should be given to relevant statistics with those for a previous period, factors other than numbers such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants".

of postal and counter claims to verify the fulfilment of statutory conditions and 101 were miscellaneous investigations. The remaining 2,490 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were begun in 219 cases, 97 against employers and 122 against claimants.\* Punitive disqualifications as a result of claimants' making false statements or misrepresentations numbered 1,551.‡

### Unemployment Insurance Fund

Revenue received in July totalled \$29,052,187.30 compared with \$26,108,825.20 in June and \$29,878,737.04 in July 1960.

Benefits paid in July totalled \$18,550,592.50 compared with \$25,890,433.13 in June and \$19,702,606.90 in July 1960.

The balance in the Fund on July 31 was \$120,771,909.13; on June 30 it was \$110,270,314.33 and on July 31, 1960, it was \$306,363,607.24.

\*See Tables E-1 to E-4 at back of this issue.

†A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is forwarded for computation. As a result, the count of claimants at any given time inevitably includes some whose claims are in process.

‡These do not necessarily relate to the investigations conducted during this period.

# Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB-1851, June 30, 1961

**Summary of the Main Facts:** The claimant filed an initial application for benefit at the National Employment Office at St. Stephen, N.B., on November 30, 1960, and was registered for employment as a logger. He had worked as a woodsman for Mr. X....., pulpwood dealer, Lynnfield, N.B., from May 16, 1960 to October 29, 1960, when he became separated from his employment for the following reasons: "I left to cut Xmas trees for myself—when I had finished cutting trees there was no work for me—I expect to go back to work for Mr. X..... in a couple of weeks." His rate of pay was \$7 a day.

On January 19, 1961, the Commission's local office notified the claimant, by letter, of an offer of employment of three months' duration as a logger with Mr. A....., Canouse, N.B. The rate of pay was \$5 a cord, which the local office reported was the prevailing rate in the district for that type of work. Other conditions relating to the job were: the hours of work consisted of eight to nine a day and 50 to 54 a week; cut, yard, saw and pile pulpwood; horse supplied free; camp on site. The place of work was eight miles distant from his home and he would have had to supply his own transportation.

It was stipulated in the notice that if the claimant did not apply or was not accepted by the employer, he was to inform the local office by January 23, 1961. The local office reported that the claimant did not reply to the offer of employment.

On January 25, 1961, the insurance officer informed the claimant, by letter, that he was disqualified and that benefit was suspended from January 22, 1961 to March 4, 1961, inclusive, because, in his opinion, the claimant had, without good cause, failed to apply for a situation in suitable employment (section 59 (1) (a) of the Act).

A day or two later, the local office received a reply from the claimant, dated January 25, to the effect that he was unable to avail himself of the offer of employment because his automobile was not running, and it was impossible for him to be away from home at night as his wife might be admitted to the hospital at any moment. He stated also that there were no neighbours nearby and, therefore, he could not leave her alone with their five children.

The claimant completed the following questionnaire, which was forwarded to him by the local office on January 30, 1961, and added the footnote indicated:

Can you accept any work at this time?

*Any work when I can stay home at night.*

In what area could you accept work?

*Any reasonable distance that I can commute.*

What possibilities are there for you to obtain work in your area?

*Not too good until after some of the snow goes. The government is going to do road work.*

How soon would this work be available?

*Maybe 15 March.*

*I expect to have my car going in a few days, then I can get back and forth at night and morning to work and I will try to get on with Mr. A..... then if he still has any opportunities.*

From the above-mentioned disqualification, the claimant appealed to a board of referees on January 30, 1961, and stated:

...It is impossible for me to take a job at present where I am required to stay away from home at night. My wife is pregnant and I have to see that the water for the next day is carried. My well is dry and I have to carry water approximately 400 yards and my wife can't do it in her present condition. We have 5 children, the oldest 10 years old and not strong enough to carry the amount of water required for each day. My nearest neighbour is about  $\frac{1}{2}$  mile away. My car at present is not running but I expect to have it running this week and I will accept work with Mr. A..... then, as I can commute as it is only a distance of 11 miles, if he still has any openings for me.

In view of the reasons given by the claimant for not applying for the said employment, the local office wrote to him on February 2, 1961 and requested the following evidence and information: (a) medical evidence from his doctor verifying the fact that his presence was required at home at night (b) what arrangements he had made for the care of his children while his wife was in the hospital (c) must he remain at home while his wife was ill to care for the children and (d) as his automobile was not running, could he have made other arrangements to travel to and from the job in Canouse, N.B.

The claimant replied on February 6, 1961 and stated, among other things, that as his aunt was coming from [a village four miles



distant from his home] and would care for the children, he would not be required to stay at home during the day. He said also that he did not know of anyone in his area who was working at Canouse with whom he could drive to and from work. He added that he expected to have his automobile running again that evening.

The employment officer commented that there were no job opportunities in the claimant's immediate area and none within walking distance.

On the evidence before him, the insurance officer notified the claimant, by letter, on February 9, 1961, that he was disqualified and that benefit was suspended from January 22, 1961, on the ground that he was not available for work, inasmuch as he was restricting his acceptance of employment to his home area because of his domestic responsibilities (section 54 (2) (a) of the Act).

The claimant submitted a medical certificate dated February 13, 1961, to the effect that his wife was "...advanced 6½ months in pregnancy. She has several small children at home. It is desirable that her husband be at home during the night."

The claimant wrote to the local office on March 7, 1961, stating that he was now able to go back to work. In view of this statement, he was requested by the local office on March 9, 1961, to complete a questionnaire, the particulars of which are as follows:

What date were you able to accept employment?

*6 March 1961.*

As one of the reasons given by you for not being able to accept employment was due to your wife's condition, has her condition now improved or what arrangements have you made for someone else to be with your wife during your absence or while you are working?

*My aunt, B..... C....., will stay with my wife if I get work—she became available 6 March 1961.*

In what area would you now accept work?

*Anywhere in the area where there is a camp to stay in, or where I could get a ride back and forth to work.*

What are the prospects of your obtaining work in the area?

*I have been promised a job for the Dept. of Public Works when the snow settles.*

What means of transportation, if any, could you use if you found work?

*I would have to get a ride with someone else or stay in a camp.*

A board of referees heard the case in Saint John, N.B., on March 15, 1961. The claimant was neither present nor represented at the hearing. The board was of the unanimous opinion that the claimant had shown good cause for refusing to apply for the said offer of employment and had shown also that he was available for work. The board, by a unanimous decision, restored benefit from January 22, 1961 until such time as the claimant was offered a job in the area where there was transportation available or overnight accommodation.

The insurance officer appealed to the Umpire on May 12, 1961, and stated:

... It is considered that the board of referees did not follow the guidance given in CUBs 510, 1250 and 1409 to which its attention was invited in the submission. It is submitted that the position offered to the claimant, which was in his registered and usual occupation, was suitable within the meaning of section 59 (1) (a) of the Act and that the claimant failed, without good cause, to apply for such situation when it was offered to him. It is further submitted that the claimant was not available for work as required by section 54 (2) (a) of the Act because of his restricted availability due to his domestic circumstances.

The board's statement to the effect that there was no means of boarding or staying overnight at or near the place of employment is not in accordance with the facts. At the time the claimant was notified of the job offer, he was advised that there was a camp on the job site. The local office has reaffirmed the fact that there was a camp site, although the employees were required to provide their own food.

The board accepted the statement that the claimant's aunt would look after his home when necessary, although the aunt's services were apparently not available until 6 March 1961. It also does not alter the fact that when suitable work was offered to the claimant, he was not prepared to take it. The claimant repeatedly stated he could only accept work in his immediate area where he would be able to commute and be home at nights. As his car was not in working order, he had no means of transportation and according to the evidence there were no opportunities of employment in the claimant's immediate area.

It is respectfully submitted, therefore, that the board of referees erred in its assessment of the evidence and that its decision should be set aside.

**Considerations and Conclusions:** On the facts before me, I see no valid reason to disturb the unanimous finding of the board of referees that "the claimant has shown good cause for refusal to apply for suitable employment," particularly as the record shows that the claimant's "personal circumstances" (CUB 1250) and his domestic responsibilities appear to have presented a "grave problem" (CUB 1409) at the time and for some time after the employment in question was notified to him.

However, the aforementioned circumstances and responsibilities of the claimant

were, in my opinion, so imperiously restrictive that, for all practical purposes, he was not genuinely in the labour market during the period January 22 to March 5, 1961. Consequently, in respect of that period, I agree with the insurance officer's submission that the claimant has failed to prove his availability for work and that the board of referees erred in its assessment of the evidence on that point.

To this extent, I decide to allow the insurance officer's appeal.

#### Decision CUB-1866, July 21, 1961

**Summary of the Main Facts:** The claimant filed an initial application for benefit at the National Employment Office in Stratford, Ont., on January 5, 1961. She had worked for X..... & Co. Ltd., knitters of socks, Tavistock, Ont., for a period of 30 years.

On December 22, 1960, she separated from her employment for the following reasons:

I left voluntarily because the factory was very cold for working and I had difficulty getting to work in the snow. The Company would not bring me work to do at the house. If needed by the Company I will return to work in the Spring. I have been unemployed since 23 December 1960. I would be available for work at X..... & Company, Tavistock, only. I do not care to work anywhere else. (If I could do that I would go back to the X..... Company.) I'd have lots of work at the X..... Co., if I could go there.

Her rate of pay was \$35 a week and her occupation was that of a mender.

The following information was received from the employer by the Stratford Local Office on January 4, 1961:

Mr. Z..... of the X..... Co., Tavistock, phoned regarding (the claimant), 58 years of age. He said was going to lay her off, partly account of health and she had no means of transportation to plant until Spring. He said she is a mender and could do the work at home but Company had no way of getting socks to her. When asked had (the claimant) worked during other winters during her long service and he said yes, this was the first year that she didn't have transportation to plant. It was pointed out to Mr. Z..... that transportation was the workers' problem. He said she would return to work in the Spring...

In the Confirmation of Separation, dated January 6, 1961, the employer stated:

She took sick last year with bronchial trouble. Since returning to work she has found it increasingly difficult during the Winter to get to work at the proper time and stand up to the hours of work. She would be able to mend the socks at home but we are unable to send them to her. In view of this, she will be unable to work until the Summer time when she feels that she will be able to return to our employment.

On the information before him, the insurance officer notified the claimant, by letter, on January 17, 1961, that she was disqualified and that benefit was suspended from January 1, 1961, on the ground that she was not available for work because she was unduly restricting her sphere of employment (section 54 (2) (a) of the Act).

The claimant appealed to a board of referees on January 25, 1961, and stated that if suitable employment could be found for her she would be willing to accept it.

On receipt of the said appeal, the local office wrote to the claimant on February 15, 1961, and asked if she would accept suitable work if it could be found for her, inasmuch as she had originally stated that she would only accept work with the X..... & Co. Ltd. She was also asked what type of work she would accept and where. At the same time, it was pointed out to her that she should be actively seeking work and not relying entirely on the services of the National Employment Office.

On February 16, 1961, the claimant replied, briefly, to the effect that she was available for any work if the transportation was suitable and that she would look for work as much as possible.

On receipt of the additional information contained in the claimant's letter of February 16, 1961, no change was made in the insurance officer's decision, as the claimant had not indicated whether she was able to accept employment due to transportation difficulties.

On February 15, 1961, the local office wrote to the employer and asked if the Company had any work for the claimant and if "she could be working now" if she had applied to the Company. The employer was asked also if she had communicated with the Company in that respect.

On February 17, 1961, the employer replied as follows:

...It is not easy to reply with a straight yes or no. (The claimant) has worked for us a great many years and has always tried to do good work. Lately she has been slowing down and has difficulty keeping up with the normal amount of work expected. In view of this we would not ordinarily take her back to work unless she is able to keep up.

We believe that she would be better off in a little less strenuous work.

The board of referees heard the case in Kitchener, Ont., on March 14, 1961. The claimant was neither present nor represented at the hearing. The board, by a unanimous decision, held that there were extenuating circumstances in the case and,

therefore, reduced to six weeks the indefinite disqualification imposed by the insurance officer, viz., January 1, 1961 to February 11, 1961, inclusive.

On May 31, 1961, the insurance officer appealed to the Umpire and stated:

...that the board erred in its decision on two grounds: (1) the evidence indicates clearly that by placing too many restrictions on her availability for work the claimant had withdrawn from the labour market and (2) the board has no legal power to make any findings under the provisions of section 54 (2) (a) of the Act on the basis of extenuating circumstances.

In Exhibits 1, 2 and 3 it is shown that the claimant left voluntarily the employer for whom she had worked in Tavistock for 30 years, because she had difficulty getting to work in the winter and she found the work to be increasingly difficult. She indicated clearly that she was not in a position to take any employment prior to the spring, unless the work could be done at home. This is fully confirmed by her previous employer. She added that she would return to work in the spring, if her previous employer needed her.

These restrictions are such that the claimant was in effect withdrawing herself from the labour market and her letters of 25 January and 16 February 1961 have not materially modified the situation. In fact, these letters still indicate that she lacks transportation even around her home town of Tavistock and cannot take any employment unless transportation is made available to her. Furthermore, her previous employer indicated on 17 February 1961 he did not expect she could be taken back in his employment.

The board reduced the length of the period of disqualification because of extenuating circumstances. Section 54 (2) (a) of the Act stipulates that the claimant is disqualified in respect of any period for which she fails to prove that she is available for work. There is no legal power for allowing benefit during a period of disqualification under section 54 (2) (a) of the Act, on the basis of extenuating circumstances.

It is therefore requested that this appeal be allowed.

**Consideration and Conclusions:** On the facts before me and for the same reasons as those on which the insurance officer has

based his appeal, I consider that the claimant has failed to prove that she was available for work as from January 1, 1961, and that the board of referees erred in reducing the period of disqualification on the grounds of extenuating circumstances.

I consequently decide to reverse the decision of the board of referees and to allow the insurance officer's appeal.

If the board of referees, in reducing the indefinite disqualification to six weeks on the basis of "extenuating circumstances," did so because it was of the opinion that the claimant's circumstances, as from February 12, 1961, had changed to such a material extent that she could be considered to be available for work, the board should, in my opinion, have included in its decision a statement of the facts why its finding in that connection was justified. Although the phraseology of section 71 of the Act is not as clear as it could be, I interpret its provision that the decision of a board of referees "shall include a statement of the findings of the board on questions of fact material to the decision," to mean that it should judicate also on what evidence such findings are based.

In my opinion, the Umpire is called upon much too often to deal with decisions of boards of referees wherein the evidence on which their findings of fact are based is not indicated. This could result in an injustice being done to claimants.

As a board of referees is a fact finding body and as, in a large percentage of the cases coming before a board, the members thereof have the opportunity of hearing the claimants, their representatives and, in some instances, employers, notes of the relevant evidence should be taken and an accurate summary thereof incorporated in the decision, particularly when new and important information is adduced by witnesses. In so doing, its decisions would be clear and thus leave nothing to chance.

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## Office of Automation Set Up By U.S. Labor Department

An Office of Automation and Manpower has been established in the United States Department of Labor. Deputy Assistant Secretary Seymour Wolfbein has been named its director.

In his order establishing the Office, U.S. Secretary of Labor, Arthur Goldberg said it would examine employment and unemployment by industry, occupation, and area; current and anticipated technological changes; and all phases of technological unemployment.

Specifically, it will develop programs for improving testing, counselling, training and placement of workers displaced by automation or who may not have the skills needed as a result of technological developments. It will also serve as a clearinghouse for materials on technological developments, hold conferences with employers and workers affected by technological change, and prepare informational materials on the problems connected with automation and technological change.



# LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

## Wage Schedules Prepared and Contracts Awarded during August

### Works of Construction, Remodelling, Repair or Demolition

During August the Department of Labour prepared 301 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 388 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under the heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

### Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in August for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Defence Construction (1951) Ltd. ....	1	\$ 5,200.00
Defence Production .....	140	446,157.00
Post Office .....	8	113,678.46
Public Works .....	1	2,350.00
R.C.M.P. ....	3	26,277.70

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work.

These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

## Wage Claims Received and Payments Made during August

During August the sum of \$9,185.53 was collected from eight contractors for wage arrears due their employees arising out of the failure of the contractors or their sub-contractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 257 workers concerned.

## Contracts Containing Fair Wage Schedules Awarded during August

(The labour conditions of the contracts marked (\*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

### Department of Agriculture

*Brandon Man:* Central Construction Co Ltd, construction of extension to Genetic Poultry House, Experimental Farm. *near Starbuck Man:* Mid West Engineering Co Ltd, construction of two timber sheet pile & rockfill overflow dams & removal of existing dams on LaSalle River. *Westbourne Man:* Macaw & MacDonald Ltd, construction of Perry Park Dam on Whitemud River.

### Atomic Energy of Canada Limited

*Chalk River Ont:* Smith Construction Co (Arnprior) Ltd, laying of asphalt in plant area. *Deep River Ont:* McGregor Electric Ltd, provision of electrical 3-wire service entrance to several semi-detached dwellings.

### Central Mortgage and Housing Corporation

*London Ont:* Stanley M Toal, \*replacement of steam converters. *Ottawa Ont:* Coniston Construction Co, site improvement & planting (FP 2/58); H J McFarland Construction, extension of existing parking, CMHC Head Office, Montreal Road. *Windsor Ont:* Suburban Landscaping, site improvement & planting (FP 5/59). *Lloydminster Sask:* George & Ellwood, \*concrete work. *Moose Jaw Sask:* Allied Concrete Construction, \*concrete work. *Saskatoon Sask:* Gilbert & Martin, \*concrete work. *Swift Current Sask:* Rittinger Construction, \*concrete work. *Lake Cowichan, Courtenay & Cumberland B C:* R W Medler, \*exterior painting of houses. *Victoria B C:* Stan Hayward, exterior painting of housing units.

### Department of Citizenship and Immigration

*Christian Island Indian Agency Ont:* John T Burke Construction Co, construction of one classroom addition to Christian Island day school, Christian Island Reserve, Georgian Bay. *Six Nations Indian Agency Ont:* Cayuga Quarries Co Ltd, construction of culverts, Six Nations Reserve. *Clandeboyne Indian Agency Man:* Town N' Country Electric Ltd, electrical wiring & distribution system. *Berens River (UC) Indian day schools:* Macaw & MacDonald Ltd, installation of water supply system, Roseau River Indian Reserve. *Portage la Prairie Indian Agency Man:* Kummern-Shipman Ltd, electrical rewiring. *Brandon IRS:* W & G Ellwood, structural renovation. *Portage la Prairie IRS:* Maple Leaf Construction Ltd, paving entrance road, parking area & resident driveways. *Portage la Prairie IRS. Battleford Indian Agency Sask:* E S Michels Lumber Co, construction of

one classroom & two bedroom staff unit, Thunderchild RC Indian day school. *File Hills Qu'Appelle Indian Agency Sask*: Hahn Construction, construction of two three-bedroom staff units, Qu'Appelle IRS. *Blackfoot Indian Agency Alta*: Bolderhey Construction Co, repairs & redecorating, Old Sun IRS. *Blood Indian Agency Alta*: Tom's Construction, repainting & general repair work, Blood (RC) IRS. *Edmonton Indian Agency Alta*: Thomas Koziak, addition to Gooderham IDS. *Lesser Slave Lake Indian Agency Alta*: Howard McRae Equipment Co Ltd, construction of bridge, Wabasca Indian Reserve No 166; Rosen Construction Co Ltd, construction of house, Sturgeon Lake IR. *Peigan Indian Agency Alta*: Remington Construction Co Ltd, replacement of water supply line, Brocket; Northgate Construction Co Ltd, installation of sewage disposal system, Peigan Indian day school. *Stony-Sarcee Indian Agency Alta*: Semon & Lucas Construction Co Ltd, construction of six houses, Sarcee IR. *Williams Lake Indian Agency B C*: Walter Cabott Construction Co, construction of one classroom school, teacher's residence & power plant bldg, Canoe Creek Reserve.

### Defence Construction (1951) Limited

*Cornwallis N S*: Geo H Hamilton & Son Ltd, reroofing of Bldg No 4, HMCS *Cornwallis*. *Dartmouth N S*: Standard Construction Co Ltd, interior & exterior repairs & painting of "Y" hangar, RCN Air Station, *Shearwater*. *Camp Valcartier Que*: Cara Development Corporation Ltd, exterior painting of roofs & walls of 21 bldgs. *Camp Borden Ont*: Ellis-Don Ltd, construction of ME garage with paint shop & outside services, RCAF Station. *Kapuskasing Ont*: M J Labelle Co Ltd, roadwork & fencing. *Ottawa Ont*: Thomas Fuller Construction (1958) Ltd, erection of ships derrick on concrete foundation, Army Development Establishment, Montreal Road. *Shilo Man*: Maple Leaf Construction Ltd, seal coating of roads, Camp.

### Building and Maintenance

*Greenwood N S*: Dynamic Construction Ltd, supply & installation of electrical de-icing system for hangar door tracks, RCAF Station; Municipal Spraying & Contracting Ltd, repairs to runway 13-31, RCAF Station. *Camp Gagetown N B*: Cara Development Corporation Ltd, exterior painting of 232 PMQ's; Richel'Air Ltd, brush control (air spray) training areas. *Bagotville Que*: Cara Development Corporation Ltd, replacing asphalt apron with concrete & repairs to concrete aprons, runway, buttons & hangar floors, RCAF Station. *St Jean Que*: Frost Steel & Wire Co (Quebec) Ltd, boundary fencing, College Militaire Royal. *Centralia Ont*: National Aluminum Products Ltd, supply & installation of 244 metal combination storm & screen doors, RCAF Station. *Petawawa Ont*: Cardinal Painting & Decorating Co Ltd, exterior painting of 459 PMQ's, Camp; Dibblee Construction Co Ltd, paving of parking area, Pinecrest School, Camp. *Uplands Ont*: H J McFarland Construction Co Ltd, resurfacing of asphalt roads, RCAF Station. *Winnipeg Man*: Canadian Rogers Western Ltd, reroofing TCHQ Bldg No 2 & Hangar No 4, RCAF Station. *Edmonton Alta*: B & E Painting & Decorating Ltd, exterior painting of 312 PMQ's. *Vedder Crossing B C*: Blanchet Bros Painters & Decorators, exterior painting of 26 bldgs & 8 PMQ's.

### Department of Defence Production

*St John's Nfld*: J C Pratt & Co Ltd, supply & erection of security fence at Parker's Pond TX Site. *Cornwallis N S*: A L Parelman Ltd, renewal of asphalt roofing shingles on several bldgs, HMCS *Cornwallis*. *Halifax N S*: T Eaton Co (Maritimes) Ltd, supply & installation of suspended bed cubicle curtain system in Canadian Forces Hospital, HMCS *Stadacona*; Northern Roofing & Metal Workers Ltd, renewal of roof & replacement of skylight vents, laundry bldg, Central Victualling Depot. *Shearwater N S*: Pryor Construction Ltd, repairs to concrete floor, Hangar No 3, RCN Air Station. *Chatham N B*: Byron H MacDonald, interior painting of Bldg No 66, RCAF Station. *McGivney N B*: Roland E Delong, exterior painting of 47 campsite bldgs, No 32 OAD. *Montreal Que*: Morin & Plante Co Ltd, roofing at Armoury, 4185 Cote des Neiges Road. *Quebec Que*: Impermeabilisation Citadel Water Proofs Reg'd, repairs to roof & renewal of flashing, HMCS *d'Iberville*. *St Hubert Que*: Frost Steel & Wire Co (Quebec) Ltd, repairing chain link & farm fence, RCAF Station. *Ste Therese Que*: Ferdinand Fournier, repairs to substructure & loading ramps of magazines, Bouchard Military Camp. *Barriefield Ont*: McGinnis & O'Connor Ltd, construction of concrete gas pump base & slab, road resurfacing & paving. *Camp Borden Ont*: McFadden Paving, surface & base repairs on station roads & parking areas, RCAF Station; Ward & Allan Ltd, resurfacing of roofs, Bldgs No A81 & A78, RCAF Station.



*Centralia Ont:* C A McDowell & Co, construction of concrete block walls in hangar No 2, RCAF Station. *Kingston Ont:* K MacPainters, repainting interior of Lundy's Lane School. *London Ont:* Cardinal Painting & Decorating Co Ltd, exterior painting of various bldgs at 204 Base Workshop & No 27 COD, Highbury Ave. *North Bay Ont:* Ace Refrigeration Co, supply & installation of deep freeze unit at ration depot, RCAF Station. *Ottawa Ont:* J H Lock & Sons Ltd, supply, installation & repair of refrigeration equipment, RCAF Station, Rockcliffe. *Trenton Ont:* Nash Aluminum Ltd, supply & installation of 332 combination windows, RCAF Station. *Calgary Alta:* Calfair Ltd, weed control spraying at Currie & Sarcee Barracks; Consolidated Concrete Ltd, repairs to sidewalks, Currie Barracks. *Cold Lake Alta:* Foundation Co of Canada Ltd, installation of suspended ceiling, RCAF Station; Hillas Electric Co, wiring of bldgs, RCAF Station. *Ralston Alta:* Nick Corradetti, rebuilding & repointing chimneys, Suffield Experimental Station. *Olds, Strathmore, Vulcan, High River & Blairmore Alta:* Coxson Decorating Ltd, exterior & interior painting of Armouries. *Comox B C:* Harrison & Longland, general repairs to bldgs, HMCS *Quadra*, *Goose Spit*; Hubcity Paving & Construction Ltd, asphalt paving of parking lots, Area "A", RCAF Station; Hubcity Paving & Construction Ltd, asphalt paving of parking lots, Area "B", RCAF Station; Island Roofing & Insulation Co Ltd, application of asbestos siding to bldgs, HMCS *Quadra*, *Goose Spit*. *Esquimalt B C:* Renfrew & Stewart Heating Ltd, reroofing Bldg No 190, HMC Dockyard. *Vernon B C:* Mid-Valley Construction Co Ltd, repairs to roads.

### Contracts Containing the General Fair Wages Clause

*Charlottetown P E I:* J Rawek, exterior painting of Armoury. *Summerside P E I:* Curran & Briggs Ltd, resurfacing of roads, RCAF Station. *Dartmouth N S:* Dean's Nursery Ltd, brush & tree clearance & chemical spraying for fire breaks at W/T Station, Albro Lake; F J Esson Co Ltd, general repair of tile & brick stacks, RCN Armament Depot. *Debert N S:* Frank R McCabe, exterior painting of various bldgs. *Greenwood N S:* Micmac Agencies Ltd, installation of fire protection system, Hangar No 9, RCAF Station. *Halifax N S:* Canadian Johns-Manville Co Ltd, replacement of combustible ceiling in Cinema Bldg S-37, Academic Division, HMCS *Stadacona*; Frost Steel & Wire Co Ltd, construction of chain link fences, Windsor Park PMQ's; Fairview Industrial Engineering Ltd, renewal of hot water storage tank, bldg S25, HMCS *Stadacona*; Cyril J Feeney, construction of retaining wall, installation of drain pipes & dry well & landscaping, Maritime Air Command; Halifax Shipyards, repair of boilers, Willow Park; Purdy Bros Ltd, repair of refractory in two boilers, No 9 Central Heating Plant, Willow Park; Standard Paving Maritime Ltd, removal of island & repair of asphalt surfacing in parking area, Windsor Park; Standard Paving Maritime Ltd, replacement of asphalt on heating tunnels, DND area; Webb Engineering Ltd, repair of condensate systems & renewal of pumps in Bulk Stores, Gladstone St; Webb Engineering Ltd, boiler repairs in Bldg No 2, Headquarters, Eastern Command. *Shearwater N S:* Municipal Spraying & Contracting Ltd, asphalt paving of entrance to fire hall, Bldg No 9, RCN Air Station. *Shelburne N S:* A L Parelman Ltd, renewal of tar & gravel roofs of four magazine bldgs, Naval Base. *Sydney N S:* Custodis Canadian Chimney Co Ltd, repairs to brick stack at Central Heating Plant, Point Edward Naval Base; G C MacDonald, renovation of refrigeration facilities in Bldg No 16, Point Edward Naval Base. *Camp Gagetown N B:* Delta Electric Co Ltd, electrical installations, No 7 Works Co, RCE; Maritime Engineering Ltd, repair of floors & ceilings, Bldg A-8. *Chatham N B:* Geo H Hamilton & Son Ltd, repair of roofs, RCAF Station. *Fredericton N B:* Forbes & Sloat Ltd, repaving & seal coating of vehicle compound, Armouries. *Dorval Que:* Gerard Turcotte Engr, exterior painting, RCAF Air Movements Unit. *Hull Que:* Gendron Plumbing & Heating Co Ltd, plumbing repairs, Armoury. *Montmagny Que:* Impermeabilization Citadel Water Proofer's Reg'd, mulsomastic floor resurfacing of Armoury Bldg, Drill Hall. *Parent Que:* Paquin Construction Co Ltd, construction of driveway, RCAF Station. *Quebec Que:* Adjutor Pouliot, repair & painting of windows & doors, HMCS *Montcalm*. *St Hubert Que:* Broadway Paving Co Ltd, repair of asphalt bases, storage tanks & tanks at Bldg No 79, RCAF Station; Frost Steel & Wire Co (Quebec) Ltd, erection of chain link fence, RCAF Station; L Potvin Engr, replacement of 13 poles in PMQs area, Elm Drive, RCAF Station. *St Jean Que:* Sarnia Scaffolds Ltd, provision of bleachers for sports field, RCAF Station. *St Sylvestre Que:* Lambert & Bergeron Asphalte Ltee, paving, RCAF Station. *Valcartier Que:* Jules Dorion Inc, boiler repairs. *Cobourg Ont:* Caine Lumber Ltd, replacement of overhead doors & track at Armoury; Wm Kuypers, masonry repair & exterior repainting of Bldgs Nos 8 & 14, No 26 COD. *Downsview Ont:* Barber Construction Ltd, addition of parking lot at Bldg

No 151, RCAF Station; Warren Bituminous Paving Co Ltd, repair & alterations to roadways at DRML, 1130 Sheppard Ave West; W A Moffat Co, recoating of roof of Bldg No 40, RCAF Station. *Hagersville Ont*: Toten Construction Co Ltd, installation of attack warning system sirens; R F Almas Co Ltd, repairs to roads & parking areas. *Kingston Ont*: Gordon Barr Ltd, drainage work in area bounded by West Paardeburg Drive, 207 Workshop & Lundy's Lane School; K MacPainters, exterior painting of three blocks, Fort Frontenac. *London Ont*: Cardinal Painting & Decorating Co Ltd, general maintenance at Trafalgar St Armoury; Toten Construction Co Ltd, installation of attack warning system siren at Marley Place, Elmwood Ave; Toten Construction Co Ltd, installation of attack warning system siren at Dundas St & First St. *Mount Hope Ont*: E Hatcher & Son, exterior painting of hangars, RCAF Station; Maple Leaf Roofing Co, reroofing of hangar, RCAF Station. *Napanee Ont*: Quinte Roofing Ltd, reroofing of main Drill Hall. *Oakville Ont*: Vulcan Basement Waterproofing (Toronto) Ltd, repair & waterproofing of basements & chimneys of 18 PMQs, Surrey Park. *Orangeville Ont*: Toay Mallouk, exterior & interior repainting of Armoury. *Ottawa Ont*: Gerry Lowrey, recoating of metal roof, RCAF Station, Victoria Island; Ottawa Plumbing & Heating Ltd, renewal of piping on heating system in Pilot Plant, DRTE, Shirley Bay. *Renfrew Ont*: M J Sulphur & Sons Ltd, maintenance repairs. *Shirley Bay Ont*: Universal Painters & Decorators Reg'd, repainting of steel tower, DRTE. *Trenton Ont*: Berton Fitzgibbon, demolition of Bldg No 53, machine gun butts, RCAF Station; Berton Fitzgibbon, paving & widening of existing walks, RCAF Station; Miron-Lassing & Associates Ltd, construction of loading & unloading zone, RCAF Station. *Woodstock Ont*: Toten Construction Co Ltd, installation of attack warning system siren. *Brandon Man*: McCullough & Co, installation & removal of attack warning sirens. *Minnedosa Man*: Twin Cities Painting & Building Cleaning, sand-blasting, repointing, dust & waterproofing of brick & stonework at Armoury. *Portage la Prairie Man*: J Hayes & Sons Mfg, retubing of boiler, Bldg No 1, RCAF Station; Semrick Bros, carpentry repair at Drill Hall; J R Stephenson Ltd, repairs, etc to heating plant, Hangar No 2, RCAF Station. *Shilo Man*: Brandon Asphalt Paving Ltd, patching of asphalt roads in various locations; A E Robertson & Co Ltd, resurfacing of salt brine tanks with latex concrete, Bldg M-30. *Winnipeg Man*: Alpha Manufacturing Co Ltd, repair of draft fans, Central Heating Plant, Fort Osborne Barracks; Fort Rouge Decorating & Sand-blasting Co, painting of Sea Cadet quarters, HMCS *Chippawa*; MacDonald Bros Sheet Metal & Roofing Co Ltd, repair of roof, HMCS *Chippawa*; Tallman Paving, grading & resurfacing portion of RCE Stores Compound, LaVerendrye Lines, Fort Osborne Barracks; Taylor Painting & Decorating Co Ltd, exterior painting, LaVerendrye Lines, Fort Osborne Barracks. *Moose Jaw Sask*: Moose Jaw Heating & Plumbing Co Ltd, installation of blower fans to gravity systems, PMQs, RCAF Station. *Prince Albert Sask*: Alf T Dodge & Son, interior painting of Drill Hall, Rifle Range & garage, Armoury. *Regina Sask*: Perma Pave Ltd, resurfacing service area & driveways, Winnipeg St & 8th Ave. *Calgary Alta*: Beaver Waterproofing, waterproofing of basement walls & floors of PMQs, RCAF Station, Lincoln Park; Gallelli & Sons Co Ltd, resurfacing of vehicle compound apron, Hangar No 6, Currie Barracks. *Edmonton Alta*: Abco Boiler Service & Fabricators Ltd, retubing of steam boiler No 1 in Bldg No 42, RCAF Detachment, Kingsway. *Okotoks & Cochrane Alta*: Star Electric (Calgary) Ltd, installation of siren. *Aldergrove B C*: Waters Bros Electric Ltd, replacement of eight antenna poles, HMCS *Aldergrove*; Western Electric Construction Co Ltd, relocation of poles, HMCS *Aldergrove*. *Comox B C*: Franklin Electric Ltd, electrical work, HMCS *Quadra*, Goose Spit. *Esquimalt B C*: M Griffin Ltd, asphalt reroofing of Bldg No 109, HMC Dockyard; Ideal Paving Co Ltd, asphalt paving of road between old & new jetties, HMC Dockyard, Seaward Defence Base; Ideal Paving Co Ltd, asphalt paving, HMCS *Naden*; C D Johnston, interior repainting of Bldg No 210, HMC Dockyard; Renfrew & Stewart Heating Ltd, reroofing of Bldg No 142, HMC Dockyard; Smith-Anderson Co Ltd, reroofing of Bldg No 22, HMC Dockyard; Victoria Paving Co Ltd, grading, etc at main gate, HMC Dockyard. *Nanaimo B C*: Wilf Forster, interior painting of Drill Hall, Military Camp; F D Taylor, exterior painting of six bldgs, Military Camp. *Penticton B C*: Neilson Sheet Metal, replacement of flashings & resurfacing of roof, Armoury. *Rocky Point B C*: C A Cowie Tree Surgeons Ltd, brush & weed killing, RCNAD; Thomas Paving Ltd, repair of asphalt roads. *Royal Roads B C*: Universal Sales & Services Ltd, installation of sectional steel walk-in cooler, Bldg No 24, Canadian Service College; Victoria Paving Co Ltd, repaving of lower West Castle Road. *Sea Island B C*: Furnasman Ltd, installation of heat exchangers in furnaces of sixteen PMQs, RCAF Station. *Vancouver B C*: Vancouver Pile Driving & Contracting Co Ltd, repair of jetties & floats, HMCS *Discovery*; Miller Cartage & Contracting Ltd, construction of roads, RCAF Station, Sea Island, Richmond.



## Department of Justice

*Dorchester N B:* Modern Construction Ltd, extension of service lines, Dorchester Penitentiary. *Petawawa Ont:* Vevo Contractors Ltd, construction & erection of Dormitory Bldg No 5, Correctional Camp.

## National Harbours Board

*Montreal Que:* Quebec Engineering Ltd, construction of north & south overpasses, Section 2, Champlain Bridge; The Carter Construction Co Ltd, construction of Elevator No 4; G Maher Construction Ltd, installation of water supply system at Section 50-54; Miron Co Ltd, construction of roadways, Sections 2 & 3, Champlain Bridge. *Quebec Que:* Janin Construction Ltd, reconstruction of Berth No 26. *Vancouver B C:* Burns & Dutton Concrete & Construction Co Ltd, construction of additional spout, North end of Jetty No 1; Burns & Dutton Concrete & Construction Co Ltd, waterproofing of No 3 Elevator.

## Department of Northern Affairs and National Resources

*Prince Edward Island National Park P E I:* R H Rankin, construction of six bldgs. *Baddeck N S:* Conniston Construction Co Ltd, landscape planting, Alexander Graham Bell Museum. *Cape Breton Highlands National Park N S:* Central Construction Co, construction of stores bldg & toilet & shower bldg, Cheticamp. *Fundy National Park N B:* Edward John Ludford, construction of primary electrical service, Point Wolfe Camp-ground. *Point Pelee National Park Ont:* Noble's Garage, beach protection near Leamington. *Banff National Park Alta:* Watt Plumbing, \*plumbing & heating in residence, Eisenhower Warden Station; Cardic Construction Ltd, construction of house; Bennett & White (Alberta) Ltd, construction of curling rink; Hodgett's Plastering Ltd, \*lath & plaster work in residence, Eisenhower Warden Station. *Elk Island National Park Alta:* R Holzer Construction, construction of maintenance garage & two staff residences. *Waterton Lakes National Park Alta:* Holte & Nordlund, construction of warden's equipment bldg. *Fort Langley B C:* K Moore Electric Co Ltd, \*electrical services & equipment for pumphouse; K Moore Electric Co Ltd, \*installation of pumps & piping in pumphouse & reservoir. *Glacier National Park B C:* Poole Construction Co Ltd, construction of vehicle workshop bldg, vehicle storage bldg & office-stores bldg. *Yoho National Park B C:* J F Schwengler, \*lath & plaster work in duplex residence; Don Young Plumbing & Heating, \*heating installation in duplex residence. *Dawson City Y T:* Bennett & White Construction Co Ltd, construction of replica of Palace Grand Theatre.

## Post Office Department

*Winnipeg Man:* Matthews Conveyor Co Ltd, addition & alterations to mail handling equipment for segregator accommodation, Post Office. *Saskatoon Sask:* Smith & Dibb Electric Co Ltd, \*supply & installation of telephone system in Observation Gallery of Post Office.

## Projects Assisted by Federal Loan or Grant

*Tignish P E I:* Roy F Smith, construction of sanitary sewer system & sewage stabilization pond. *Harris Sask:* R B McLeod Co Ltd, construction of gravity outfall sewer & stabilization pond.

## Department of Public Works

*Pointe Lance Nfld:* Spracklin & Reid Ltd, construction of community stage. *St Bride's Nfld:* The Springdale Construction Co Ltd, breakwater repairs & improvements. *St John's Nfld:* George Phillips, installation of basement ventilation system, Post Office Bldg; R J Miller & Sons Ltd, alterations & additions for Tri Services (Army, Navy & Air Force), Post Office Bldg, Water St. *Twillingate Nfld:* Twillingate Engineering & Construction Co Ltd, wharf repairs. *French River P E I:* Norman N MacLean, improvements to wharf. *Souris P E I:* Norman N MacLean, breakwater repairs. *South River P E I:* Norman N MacLean, warehouse replacement. *Abkott's Harbour N S:* L G & M H Smith Ltd, breakwater repairs. *Halifax N S:* Arrow Building Corp Ltd, pointing of stonework, Ralston Bldg; Standard Construction Co Ltd, alterations for X-ray room, Mariner's Clinic Accommodation, Dept of Health & Welfare, Pier 21. *Indian Harbour N S:* Colin R MacDonald Ltd, construction of breakwater wharf. *John's Island N S:* Shelburne Contracting Ltd, harbour improvements. *New Haven N S:* Chisholm Construction Co Ltd,



breakwater repairs. *Poirierville N S*: J Craig MacDonald & Donald F MacKeigan, wharf repairs. *Port Bickerton East N S*: Stanley Reid, wharf reconstruction. *Salmon River N S*: B & M Comeau Construction Co Ltd, wharf repairs. *Campbellton N B*: L D Dimock Co Ltd, construction of Campbellton approach, International Bridge; Stephen Construction Co Ltd, partial paving of deep water wharf. *Colwell's N B*: Phillips Contracting Ltd, wharf repairs (Lower River Cambridge). *Grand Bay N B*: M E Phillips & Sons Ltd, construction of access road to Animal Quarantine Centre, Dept of Agriculture. *Petit Rocher N B*: La Construction Baie Chaleur Ltee, improvements to breakwater. *Richibucto N B*: Gerard A Fougere, construction of storage shed. *Shediac N B*: Wallace P Anderson, construction of wharf. *Blackpool Que*: Byers Construction Co Ltd, construction of sewage disposal system & water supply. *Carleton Que*: Perimo Construction Inc, wharf repairs. *Godbout Que*: Manik Construction Ltd, repairs to protection works. *Great Whale River Que*: Ron Construction Co Ltd, construction of Nursing Station for Dept of National Health & Welfare. *Levis Que*: Arthur Simonneau, CNR wharf repairs. *Newport (Riviere des Ilots) Que*: Chandler Construction Ltd, repairs to fishing harbour. *Ragueneau Que*: M Theophile Jean Eng, repairs to wharf & wharf approach. *Riviere au Renard Que*: Eloie Boulay, construction of protection works; Eloie Boulay, construction of post office bldg. *Ste Anne de Beaupre Que*: Construction Orleans Inc, wharf repairs. *St Augustin Que*: Les Entreprises Jean R Denoncourt Eng, construction of protection works (1961). *St Joseph de la Rive Que*: Eugene Tremblay, construction of protection wall (4); Jean Tremblay, construction of protection wall (5). *St Romuald Que*: Arthur Simmoneau, construction of protection works. *St Simeon Que*: J M G Construction Inc, wharf repairs. *Stanstead Que*: Cie de Restauration Inc, repairs to masonry, federal bldg. *Barrie Ont*: Edward B Doran, construction of retaining wall & fence, federal bldg. *Bracebridge Ont*: Bar-Way Marine, protection wall replacement. *Dorset Ont*: Keene Construction Co Ltd, wharf repairs. *Fenelon Falls Ont*: John Gaffney Construction Co, wharf extension. *Island Grove Ont*: Simcoe Dock & Dredging Ltd, wharf extension. *Ottawa Ont*: Wm D'Aoust Construction Ltd, alterations to 3rd & 4th floors, Militia Stores Bldg, Cartier Square; Thomas Fuller Construction Co (1958) Ltd, site development, vicinity of Geological & Mines & Technical Survey Bldgs, Booth St; Gendron Plumbing & Heating Co Ltd, supply & installation of new water piping throughout several bldgs, 552 Booth St; James Stradwick Tile & Flooring Ltd, installation of floor tile & related work, Centre Block, Parliament Bldgs; Stanley C Brookes, supply & installation of buzzer system, Post Office Bldg, Riverside Drive; J R Statham Construction Ltd, renovations for computing machines, Rooms B37 to B77, No 8 Temporary Bldg; Ontario Bldg Cleaning Co Ltd, cleaning interior of three bldgs, Post Office Department, Riverside Drive; Provincial Drilling, construction of water supply wells, Animal Research & Diseases Institutes, Dept of Agriculture, Green Belt; Thomas Fuller Construction Co (1958) Ltd, construction of Computer Centre for Income Tax, Tunney's Pasture; Hull Sanitary Utilities Co, removal & disposal of ashes from Central Heating Plant at Plouffe Park, Cliff St, Riverside Drive & CEF; Beaudoin Construction Ltd, repairs to floors, 552 Booth St; Beaudoin Construction Ltd, alterations & repairs to windows, RCMP Headquarters, Tremblay Road; Stanley Sulphur Construction Co Ltd, repairs to exterior masonry & related work, DBS Bldg; J G Tompkins & Co, repairs to roof & roadway, Supreme Court garage; Presley Painting & Decorating Co Ltd, repairs & redecoration of several rooms & Parliamentary Restaurant, Centre Block, Parliament Bldgs. *Port Arthur & Fort William Ont*: Hacquoil Construction Ltd, harbour improvements, stage 10, Terminal Entrance Bldg, Lakehead. *Port Colborne Ont*: Ruliff Grass Construction Co Ltd, harbour improvements (East breakwater repairs). *Sioux Lookout Ont*: Drake Construction Co Ltd, construction of gymnasium, IRS. *Toronto Ont*: The Foundation Company of Canada Ltd, harbour repairs & improvements, Ship Channel extension. *Wheatley Ont*: Dean Construction Co Ltd, wall reconstruction (surge basin). *Cross Lake Man*: Surety Construction Co Ltd, construction of three bedroom staff unit, two classroom day school & power plant, C & I. *Winnipeg Man*: A S Piper & Sons, window cleaning, various bldgs. *Saskatoon Sask*: Jerry's Sandblasting & Painting, sandblasting of limestone, pointing of masonry & related work, federal bldg. *Fort Chipewyan Alta*: Yukon Construction Co Ltd, wharf repairs; Yukon Construction Co Ltd, extension to nursing station. *Grand Centre Alta*: Fraser & Rice Construction Ltd, construction of post office bldg. *Albion B C*: Greenlees Piledriving Co Ltd, float renewal & wharf repairs. *Clinton B C*: McGregor Construction Ltd, construction of RCMP detachment quarters. *Esquimalt B C*: Quadra Construction Co Ltd, fuel oil jetty reconstruction. *New Westminster B C*: Allan & Viner Construction Ltd, alterations to federal bldg. *Porpoise Bay B C*: Harbour Pile Driving Co, float renewal. *Sidney B C*: Luney Bros & Hamilton Ltd, construction of Customs & Immigration highway office. *Steveston B C*: Fraser River Pile Driving Co Ltd, alterations in Shell Oil float. *Fort*

*Good Hope, Fort Norman, Arctic Red River, Wrigley Airport & Reindeer Station N W T:* McRae & Associates Construction Ltd, construction of floating wharves and/or floating gangplanks. *Fort Resolution N W T:* McRae & Associates Construction Ltd, wharf repairs. *Yellowknife to Mackay Lake Road N W T:* Western Construction & Lumber Co Ltd, construction of Yellowknife River Bridge, Mile 1.6. *Flat Creek-Eagle Plain Road Y T:* Fraser & Rice Construction Ltd, construction of Klondike River Bridge.

### Contracts Containing the General Fair Wages Clause

*Branch Nfld:* Island Industries Ltd, dredging. *St John's Nfld:* Horwood Lumber Co Ltd, alterations to Sir Humphrey Gilbert Bldg. *Beaton's Bridge P E I:* Maritime Dredging Ltd, dredging. *Fishing Cove P E I:* Maritime Dredging Ltd, dredging. *Skinner's Pond P E I:* H N Price, dredging. *LeHave River N S:* The J P Porter Co Ltd, dredging. *Pictou N S:* R A Douglas, sorting of piles. *Sandford N S:* Trask & Shaw, breakwater repairs. *Harshman's Brook N B:* New Brunswick Power Commission, installation of mercury vapor lights. *Miramichi River N B:* George Corcoran, dredging. *Stonehaven N B:* Comeau & Savoie, breastwork repairs. *Anse a Valteau Que:* Leon Boulax, harbour improvements. *Bic Que:* Jean Marie Boucher, wharf repairs. *Hospital Bay Que:* Desmond Harvie, landing repairs. *Ile aux Noix Que:* Armand Borriere, raising of wharf. *Kamouraska Que:* Pohenagamook Construction Ltd, wharf repairs. *L'Anse St Jean Que:* Entreprises d'Embellissement du Saguenay, asphalt paving on wharf. *Malbaie Que:* Rupert Girard, maintenance repairs. *Montreal Que:* J R Robillard Ltd, installation of exhaust fan, Charpentier Bldg; Allied Bldg Services Ltd, repairs to masonry, Postal Terminal Bldg. *Pabis Mills Que:* Napoleon Langelier, repairs to jetties. *Pointe Jaune Que:* Antoine Cote, wharf repairs. *Pointe St Pierre Que:* Eugene Chicoine, breakwater repairs. *Premier Etang Que:* Renaud & Chevarie, breakwater repairs. *Ruisseau Leblanc Que:* Emilien Bujold, wharf repairs. *St Augustin Que:* Rosaire Savard, construction of protection works. *St Joseph d'Alma Que:* Service T A B, asphalt paving of wharf. *Cedar Springs Ont:* Dean Construction Co, repairs to sea wall. *Gananoque Ont:* W Burt, extension to floating wharf. *Goulais Mission Ont:* A Crowe Construction, wharf repairs. *Grand Bend Ont:* Lee Jennison, dredging. *Hilton Beach Ont:* L R Brown & Co Ltd, wharf improvements. *North Bay Ont:* Evans Construction, alterations to federal bldg. *Ottawa Ont:* R A Bingham & Son, alterations to Centre Block, Parliament Bldgs; Shore & Horwitz Construction Ltd, alterations to Forest Products Laboratory; Coleman Cinkant & Son Ltd, redecorating, DVA Bldg; Glebe Electric Ltd, underground work, MTS, Booth St; Lord & Burnham Co Ltd, alterations to tobacco greenhouse, CEF; Geo Higman & Son, exterior painting, "B" Bldg; Robert Strang, exterior painting, K W Neatby Bldg; Irving-Harding Ltd, roofing, No 8 Temporary Bldg; Coady Construction Ltd, installation of wire mesh partitioning, Plouffe Park; Lord & Burnham Co Ltd, installation of plant benches, Rideau Hall; A Bruce Benson Ltd, exterior repointing, Centre Block, Parliament Bldgs; H Pion & Sons, installation of air conditioning system, Animal Laboratory, CEF; Duford Ltd, refurbishing of suite, Supreme Court Bldg; Robert Strang, redecorating, No 9 Temporary Bldg; Robert Strang, redecorating, Centre Block, Parliament Bldgs. *Parry Sound Ont:* H Stewart Construction, approach repairs. *Pelee Island Ont:* Dean Construction Co Ltd, dredging. *Port Dover Ont:* S G Powell Shipyard Ltd, dredging. *Sault Ste Marie Ont:* A B McLean & Sons, dredging. *Sudbury Ont:* Smith & Elston Co Ltd, renovations to federal bldg. *Toronto Ont:* Kingsway Painters, redecoration of City Delivery Bldg; Matthew Conveyor Co Ltd, construction of letter bag rack chute, Postal Terminal "A"; M Rawlinson Ltd, moving equipment, DPW Stores Bldg; R W H Binnie Ltd, paving & fencing, DPW Bldg. *Walkerville Ont:* Docherty Construction Co Ltd, general repairs to federal bldg. *Wheatley Ont:* Omstead Fisheries, wharf repairs. *White Cloud Island Ont:* P Spears, wharf repairs. *Windsor Ont:* F E Dayus Co Ltd, roofing repair, federal bldg. *Lyall Harbour B C:* Pacific Piledriving Co Ltd, float renewal. *Salmon Arm B C:* Interior Dredge & Gravel Ltd, dredging. *Victoria B C:* Hume & Rumble Ltd, electrical modifications, Belmont Bldg. *Fort Smith N W T:* Bert Johnson Painting, exterior painting of housing units. *Hay River N W T:* Cummings Welding, repairs to seaplane base (DOT).

### St. Lawrence Seaway Authority

*Cornwall Island Ont:* Cornwall Gravel Co Ltd, rehabilitation of Area "M". *Thorold Ont:* Warren Bituminous Paving Co Ltd, renewing asphalt surface on Bridge No 12 & safety weir, Welland Canal, Western District.



## Department of Transport

*Gander Nfld:* Pinsent Construction Co Ltd, construction of firehall, incinerator, standby power plant & regulator structure & related work. *Port aux Basques & St Andrews Nfld:* Beauchamp Hardware Ltd, construction of foundations under three dwellings at Port aux Basques, storm porches on two dwellings & replacement of oil furnace in one dwelling at St Andrews. *Baccaro N S:* Central Construction Co, construction of single dwelling. *Cape Roseway N S:* Shelburne Contracting Ltd, construction of single dwelling. *Halifax N S:* Canadian Comstock Co Ltd, installation of identification lights on runway 06, International Airport. *Yarmouth N S:* Central Construction Co, enlarging & paving of car parking area & repaving of entrance road. *Anticosti Island Que:* Georges Cauchon, construction of two double dwellings, one single dwelling & related works. *Cap Aux Oies Que:* J M G Construction Ltd, construction of single dwelling. *Montreal Que:* Canadian Vickers Ltd, \*construction of supply & buoy vessel. *Natashquan Que:* McMullen & Gagnon Inc, construction of one double dwelling, one single dwelling & related works. *Sept Iles Que:* Nordbec Construction Inc, construction of single dwelling & related works. *Malton Ont:* The Dufferin Construction Co Ltd, enlarging aircraft parking apron at Terminal Bldg, Toronto International Airport. *Ottawa Ont:* The Flintkote Co of Canada Ltd, surface treatment of parking apron, Airport. *Prescott Ont:* Fort Construction & Equipment Ltd, paving in West Yard of Marine Agency. *Red Lake Ont:* Plains City Electric Co, installation of MI runway & taxiway lighting, Airport; S Flostrand, construction of NDB Bldg & related work. *Sault Ste Marie Ont:* Horton Steel Works Ltd, construction of water tank & associated work. *Toronto Ont:* The Flintkote Co of Canada Ltd, surface treatment of parking apron, International Airport. *Uplands Ont:* Bedard-Girard Ltd, rehabilitation of ILS power cable, Airport. *near Wallaceburg Ont:* McQueen Marine Ltd, construction of nine light piers & one front range light, in St Clair River. *Winnipeg Man:* Tallman Construction Co Ltd, extension to runways, etc, International Airport. *Uranium City Sask:* Byrnes & Hall Construction Ltd, construction of two bldgs & related work. *Calgary Alta:* Wirtanen Electric Co Ltd, construction of airport lighting facilities. *McMurray Alta:* Yukon Construction Co Ltd, construction of reservoir & pumphouse & extension of water mains, Airport. *Rocky Mountain House Alta:* Britton Construction Ltd, construction of VOR & related work. *Enderby B C:* Atlas Construction Co Ltd, improvements to road. *Fort Resolution N W T:* McRae & Associates Construction Ltd, construction of combined beacon & transmitter bldg & related work. *Fort Smith N W T:* Yukon Construction Co Ltd, construction of workshop bldg, Marine Agency Depot. *Yellowknife N W T:* Territorial Electric, construction of power supply system to new maintenance garage.

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## Canadian Co-operatives Gain In Members and Assets

Canadian co-operatives reported gains in membership, total assets, members' equity and total volume of business during the crop-year ended July 31, 1960, it is reported in *Co-operation in Canada, 1960*, the 29th annual summary of co-operative activities prepared by the Economics Division, Canada Department of Agriculture.

Reported co-operative business done by marketing, purchasing, service and fishermen's co-operatives was \$1,406,675,000 in 1960, an increase of 3 per cent over the 1959 figure.

A number of new undertakings were operating at a loss in 1959-60, and this tended to reduce net returns of co-operative businesses. It is expected, however, that adequate returns will be realized from most of these undertakings in future years.

Although the total number of co-operatives decreased from 2,905 in 1959 to 2,883 in 1960, there was an increase of 43,694 in total membership. Amalgamations during 1960 accounted for most of the decrease in the number of associations.



# PRICES AND THE COST OF LIVING

## Consumer Price Index, September 1961

The consumer price index (1949=100) remained unchanged at 129.1 between the beginning of August and September. All components except food were higher, largely as a result of the introduction of a 3-per-cent sales tax in Ontario. These increases were offset, however, by a substantial decline in the food component as a result of seasonally lower prices for most fresh fruits and vegetables.

The food index decreased 1.7 per cent to 123.2 from 125.3, as sharply lower prices were reported for apples, peaches, grapes, potatoes, tomatoes, celery and carrots. Lower prices also occurred for canned and frozen vegetables, canned fruits, chicken, turkey, lamb and veal. Beef and pork prices were generally higher, and price increases were also recorded for eggs, citrus fruits, coffee, tea and flour.

The housing component rose 0.5 per cent to 133.5 from 132.9, as the shelter index rose a fractional 0.1 per cent and the household operation index increased 0.8 per cent. In shelter, the rent index was unchanged but the home-ownership index edged up 0.1 per cent. The increase in the

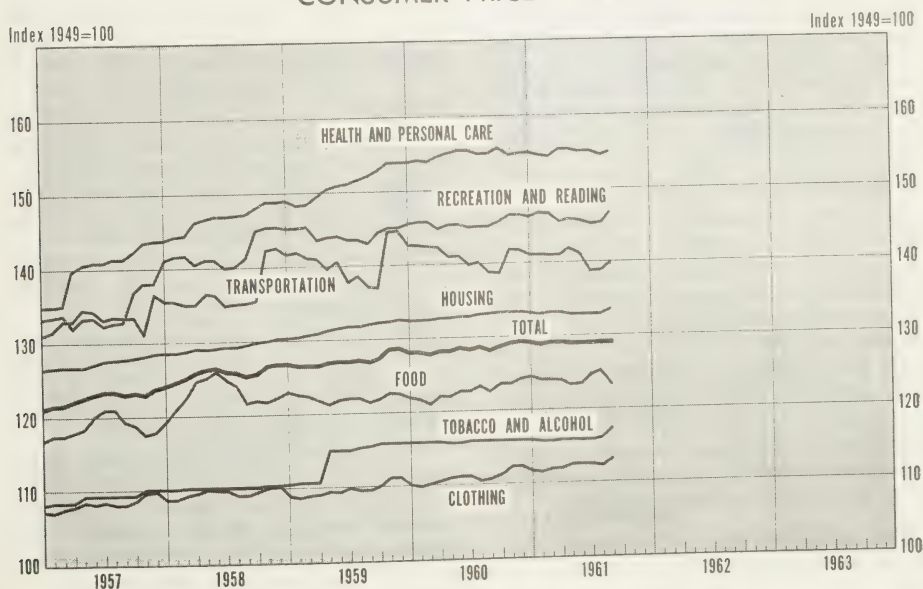
household operation index reflected both the effect of the sales tax and price increases for coal and some items of furniture, floor coverings, textiles and utensils and equipment.

The clothing index increased 0.9 per cent to 113.1 from 112.1. Most of this movement was due to the effect of the sales tax, which offset sale prices for men's clothing. Price increases occurred for laundry, dry cleaning and shoe repairs.

The transportation index rose 0.7 per cent to 140.0 from 139.0. In automobile operation, higher prices were reported for repairs and servicing and some price increases were in evidence on year-end 1961 passenger cars. Prices for automobile tires were lower. The local transportation index increased as a result of higher bus fares in two Ontario cities.

The health and personal care component increased 0.3 per cent to 155.0 from 154.6, the recreation and reading index 0.9 per cent to 146.7 from 145.4, and the tobacco and alcohol index 1.0 per cent to 117.3 from 116.1. The increases in all three indexes resulted from the direct impact of the Ontario sales tax on items included in the groups.

## CONSUMER PRICE INDEX



## City Consumer Price Indexes, August 1961

Consumer price indexes (1949=100) rose in all ten regional cities between July and August. Increases ranged from 0.2 per cent in both Montreal and Vancouver to 1.2 per cent in Saint John.\*

Food indexes also rose in all ten regional cities, with increases ranging from 0.6 per cent in Montreal to 3.9 per cent in Saint John. Shelter indexes showed mixed results: they rose in four cities, declined in four and were unchanged in the remaining two cities. Clothing indexes declined in five regional cities, were unchanged in three cities and increased in the other two. Household operation indexes rose in six cities and were unchanged in the other four. Other commodities and services indexes were up in five cities, unchanged in four cities and down in the remaining city.

Regional consumer price index point changes between July and August were as follows: Saint John +1.5 to 131.2; St. John's +1.0 to 117.9†; Halifax +0.9 to

128.7; Saskatoon-Regina +0.8 to 126.0; Ottawa +0.7 to 129.8; Edmonton-Calgary +0.6 to 125.0; Toronto +0.4 to 130.9; Winnipeg +0.4 to 127.3; Montreal +0.3 to 128.8; Vancouver +0.3 to 128.5.

## U.S. Consumer Price Index, August 1961

The United States consumer price index (1947-49=100) declined slightly at mid-August, chiefly because of seasonal reductions in food prices. It has declined in six of the past ten Augusts.

The index for August was 128.0, down 0.1 per cent from 128.1 in July but up 1.1 per cent from 126.6 in August 1960.

## U.K. Index of Retail Prices, July 1961

The United Kingdom index of retail prices (Jan. 17, 1956=100) remained unchanged at 114.6 between mid-June and mid-July after a jump of one full point between mid-May and mid-June. The index for July 1960 was 111.1.

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# Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their Institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE. List No. 156

## Annual Reports

1. CANADA COUNCIL. *Fourth Annual Report for 1960-61*. Ottawa, 1961. Pp. 171.
2. BRITISH COLUMBIA. WORKMEN'S COMPENSATION BOARD. *Forty-fourth Annual Report, Year ended December 31st, 1960*. [Victoria?] Queen's Printer, 1961. Pp. 50.
3. GREAT BRITAIN. MINISTRY OF LABOUR. *Annual Report, 1960*. London, HMSO, 1961. Pp. 105.
4. NEW BRUNSWICK. WORKMEN'S COMPENSATION BOARD. *Forty-second Annual Report, 1960*. St. John, 1961. Pp. 36.

\*See Table F-2 at back of book.

†On base June 1951=100.

5. ONTARIO. DEPARTMENT OF LABOUR. *Forty-first Report for the Fiscal Year ending March 31, 1960*. Toronto, Queen's Printer, 1961. Pp. 119.

6. SASKATCHEWAN. WORKMEN'S COMPENSATION BOARD. *Thirty-first Annual Report for the Calendar Year, 1960*. Regina, Queen's Printer, 1961. Pp. 23.

## Automation

7. BANKS, OLIVE. *The Attitude of Steelworkers to Technical Change*. Liverpool, Liverpool University Press, 1960. Pp. 152.

Describes and interprets steelworkers' attitudes to technical change in their plant.

8. BUCKINGHAM, WALTER SAMUEL. *Automation: its Impact on Business and People*. New York, Harper, 1961. Pp. 196.

Gives a history of automation and describes its impact on industry, small business, jobs, working conditions, displacement of workers, unemployment, prices, and economic growth. Examines the broader social implications for leisure time, cultural pursuits, etc.

9. INSTITUTE FOR MOTIVATIONAL RESEARCH, INC., CROTON-ON-HUDSON, N.Y. "Why don't They buy Computers?" *A Motivational Research Study conducted for Modern Office Procedures, Cleveland, Ohio*. Croton-on-Hudson, N.Y., 1960. Pp. [62].

This study was carried out among the management and administrative personnel of 30 major companies, 24 of which had not installed electronic data computers, and 6 of which had installed them. Suggests why there may be some reluctance to set up the computers and how the computer manufacturers can overcome this resistance to installing the machines.

10. MANN, FLOYD CHRISTOPHER. *Automation and the Worker; a Study of Social Change in Power Plants*, by Floyd C. Mann and L. Richard Hoffman. New York, Holt, 1960. Pp. 272.

A study of the attitudes of some workers toward management, each other, and their work when automation is introduced into their plant.

11. U.S. CONGRESS. JOINT ECONOMIC COMMITTEE. *New Views on Automation; Papers submitted to the Subcommittee on Automation and Energy Resources, Joint Economic Committee, Congress of the United States*. Washington, GPO, 1960. Pp. 604.

At head of title: 86th Cong., 2d sess. Joint Committee Print.

The papers in this volume represent the views on recent developments in automation of specialists and officials in government, industry, banking and labour unions.

## Capital

12. MORGAN, WILLIAM. *Survey of Capital and Credit in Agricultural Co-operative Societies in Great Britain*. Oxford, Basil Blackwell, 1960. Pp. 143.

"The author, an agricultural economist with a special interest in co-operation, examines the movement over the past ten years and the financial problems of expansion; he analyzes the sources and uses of capital and estimates future capital needs. This general section is followed by studies of selected societies which illustrate in some detail the capital and development problems encountered in individual cases."

13. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Capital Expansion and Capacity in Postwar Manufacturing*, by Daniel Creamer. New York, 1961. Pp. 88.

## Education

14. CANADA. DEPARTMENT OF LABOUR. CANADIAN VOCATIONAL TRAINING BRANCH. *Post-Secondary Technical Education; Fields of Specialization, Job Opportunities*. Ottawa, 1959. Pp. 47.

Includes a list of the location of technician courses across Canada. Provides information about the engineering and scientific technician and areas of employment and job opportunities for technicians in 19 different fields.

15. CANADIAN SCHOOL TRUSTEES' ASSOCIATION. SCHOOL FINANCE RESEARCH COMMITTEE. *School Finance in Canada; Report*. M. E. LaZerte, Research Director. [Edmonton] 1955. Pp. 232.

16. OZANNE, ROBERT W. *The Wisconsin Idea in Workers' Education*. [Madison, Wisc., 1960?] Pp. [41]-49.

Reprinted from Thirty-fifth Anniversary papers, School for Workers, University Extension Division, University of Wisconsin.

17. WITTE, EDWIN EMIL. *Labor Education and the Changing Labor Movement*. [Madison, Wisc., 1960?] Pp. [36]-40.

Reprinted from Thirty-fifth Anniversary papers, School for Workers, University Extension Division, University of Wisconsin.

## Employment Management

18. INTERNATIONAL LABOUR ORGANIZATION. *The Position and Responsibilities of the Personnel Department inside Undertakings. Documents of a Technical Meeting*. Geneva, International Labour Office, 1960. Pp. 203.

A technical meeting concerning certain aspects of industrial relations inside firms was convened by the ILO in Geneva in December 1959. This report contains papers prepared by Employer participants; a comparative report prepared by the International Labour Office based on these papers; and, an extract from the report of the Meeting relating to personnel departments.

19. NEWCOMB, ROBERT. *Employee Communications in Action* [by] Robert Newcomb and Marg. Sammons. [1st ed.] New York, Harper, 1961. Pp. 337.

"The phrase 'communicating with employees' ... is a term coined ... to define the processes by which the employer and employee talk together orally and in print." Discusses effective communication with employees with case studies of successful programs.

## Engineers

20. HOROWITZ, MORRIS AARON. *Salaries and Income of Engineering Teachers, 1960; a Study conducted by the Engineering Manpower Commission of the Engineers Joint Council in cooperation with the American Society for Engineering Education. Analysis and Report made by Morris A. Horowitz*. New York, Engineering Manpower Commission, 1960. Pp. 32.

"... This is principally a supplement to 'Professional Income of Engineers, 1960', a Report of the Engineers Joint Council."

21. ENGINEERS JOINT COUNCIL. ENGINEERING MANPOWER COMMISSION. *Professional Income of Engineers, 1960*. New York, 1961. Pp. 51.

22. U.S. NATIONAL SCIENCE FOUNDATION. *Trends in the Employment and Training of Scientists and Engineers, prepared for the National Committee for the Development of Scientists and Engineers* [by Howard F. Foncannon. Washington, GPO] 1956. Pp. 23.

A brief examination of the need for more scientists and engineers. Outlines the present situation, and the future situation if apparent trends continue.

## Industrial Relations

23. GREAT BRITAIN. MINISTRY OF LABOUR. *Industrial Relations Handbook; an Account*



of British Institutions and Practice relating to the Organization of Employers and Workers in Great Britain; Collective Bargaining and Joint Negotiating Machinery; Conciliation and Arbitration; and Statutory Regulation of Wages in Certain Industries. [3d] Rev. ed. London, HMSO, 1961. Pp. 234.

24. KAGER, SAM. *Anatomy of a Labor Arbitration*. Washington, Bureau of National Affairs inc., 1961. Pp. 182.

"This book is an attempt...to let [the reader] sit in on a grievance arbitration case, to sit in while the parties to a case are determining whether there is actually an arbitrable issue, to look on while the personnel officer is discussing a grievance with the company attorney, to hear the union counsel and the company attorney make preparations for the case, and finally to be a spectator at the arbitration hearing itself."

25. NATIONAL ASSOCIATION OF MANUFACTURERS OF THE UNITED STATES OF AMERICA. INDUSTRIAL RELATIONS DIVISION. *Labor-Management Developments—Challenge to the Nation. Excerpts from Key Addresses at NAM's 55th Congress of American Industry*. New York, 1961. Pp. 36.

Partial Contents: The Challenge of Better Labor-Management Relations from the Management Viewpoint, by L. A. Peterson. The Challenge of Better Labor-Management Relations from the Union Viewpoint, by Arthur J. Goldberg (now U.S. Secretary of Labor). The Meaning and Impact of Automation (a panel discussion).

## Industry

26. UNITED NATIONS. DEPARTMENT OF ECONOMIC AND SOCIAL AFFAIRS. *Establishment of Industrial Estates in Underdeveloped Countries*. New York, United Nations, 1961. Pp. 50.

Industrial estates are equivalent to planned or organized industrial tracts, districts or parks, or industrial zones or industrial subdivisions.

Contents: Objectives and Policies in Developed Countries (U.S.A., Great Britain, and Italy). Objectives and Policies in Underdeveloped Countries (India, Puerto Rico, Jamaica, Mexico, Brazil, Nigeria, and Pakistan). The Role of Industrial Estates in Industrialization Policies. Industrial Estates as a Means of promoting Small-Scale Industry.

27. UNITED NATIONS. STATISTICAL OFFICE. *Patterns of Industrial Growth. Aperçu de l'expansion industrielle, 1938-1958*. New York, United Nations, 1960. Pp. 471.

## Industry—Location

The following four surveys were prepared by the Industrial Development Branch, Department of Industry and Development of Alberta, in Edmonton in 1961.

28. *Town of Forest Lawn*. Rev. March 1961.

29. *Town of Fort Macleod*. Rev. February 1961.

30. *Town of Jasper Place*. Rev. November 1960.

31. *Town of Lacombe*. Rev. February 1961.

## Labour Laws and Legislation

32. COMMERCE CLEARING HOUSE. *New 1961 Minimum Wage Law with Explanation. "Fair Labor Standards Act with 1961 Amendments." Signed into Law by the President, May 5, 1961. Public Law 87-30*. Chicago, 1961. Pp. 128.

Text of act: p. 100-126. The 1961 amendments to the Fair Labor Standards Act contain expanded coverage of the minimum wage, overtime pay and other provisions.

33. SHAFLI, MOHAMMAD. *Factories Act, 1934 with Commentary; containing the Text of the Factories Act, 1934 with Useful Commentary, making Clear to Employers and Employees Their Rights and Duties under the Law*. Karachi, Bureau of Labour Publications, 1961. Pp. 92.

## Labour Organization

34. HOFFMAN, MILES E. *A Contemporary Analysis of a Labour Union; Development, Structure, Functions: International Brotherhood of Pulp, Sulphite and Paper Mill Workers, AFL-CIO*. Washington, International Brotherhood of Pulp, Sulphite and Paper Mill Workers, c1961. Pp. 29.

Discusses union structure, union programs and union administration.

35. NATIONAL MARITIME UNION OF AMERICA. *Proceedings of the Convention held in New York, October 3rd to 7th, 1960*. New York, 1960. Pp. 198.

36. TRADES UNION CONGRESS. *What the TUC is doing, 1961*. London, 1961. Pp. 44.

37. WALKER, IVAN LAWRENCE. *2000 Casualties; a History of the Trade Unions and the Labour Movement in the Union of South Africa*. Joint authors: Ivan L. Walker [and] Ben Weinbren. Johannesburg, South Africa Trade Union Council, 1961. Pp. 387.

## Labour Supply

38. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Employment Outlook for Professional Personnel in Scientific and Technical Fields, 1960-1962*. Ottawa, Queen's Printer, 1961. Pp. 35.

39. ILLINOIS. STATE EMPLOYMENT SERVICE. *Decatur Blueprint for Manpower, 1960-1965. Report of a Survey of Manpower Requirements and Training Resources in Macon County, Illinois*. Chicago, 1961. Pp. 33.

A report of skilled manpower requirements and training resources of Macon County in Illinois.

40. U.S. BUREAU OF EMPLOYMENT SECURITY. *Unemployment in Major Areas; Work Force, Total Employment and Unemployment in 150 Major Employment Centers, January 1961, November 1960, January 1960.* Washington, 1961. Pp. 17.

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Contents.—Pt. 1. Financial statements of municipal corporations.—Pt. 2. Municipal accounting terminology.—Pt. 3. Assessments, area, population and road and street statistics.—Pt. 4. Financial statements of municipal superannuation or pension funds.

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Volume 2 includes appendices. M. Gratton O'Leary, chairman.

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# LABOUR STATISTICS

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## A—Labour Force

TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED AUGUST 19, 1961

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Canada	Atlantic Region	Quebec	Ontario	Prairie Region	British Columbia
The Labour Force .....	6,704	616	1,832	2,457	1,194	605
Men .....	4,959	470	1,391	1,768	877	453
Women .....	1,745	146	441	689	317	152
14—19 years .....	799	91	242	258	149	59
20—24 years .....	847	87	269	282	146	63
25—44 years .....	2,944	244	815	1,103	506	276
45—64 years .....	1,887	171	459	724	345	188
65 years and over .....	227	23	47	90	48	19
Employed .....	6,381	574	1,716	2,362	1,162	567
Men .....	4,692	432	1,294	1,692	853	421
Women .....	1,689	142	422	670	309	146
Agricultural .....	803	62	157	207	344	33
Non-Agricultural .....	5,578	512	1,559	2,155	818	534
Paid Workers .....	5,147	455	1,415	2,033	765	479
Men .....	3,650	331	1,031	1,415	523	350
Women .....	1,497	124	384	618	242	129
Unemployed .....	323	42	116	95	32	38
Men .....	267	38	97	76	24	32
Women .....	56	*	19	19	*	*
Persons Not in the Labour Force .....	5,337	598	1,598	1,766	863	512
Men .....	1,036	136	302	316	168	114
Women .....	4,301	462	1,296	1,450	695	398

\*Less than 10,000.



## TABLE A-2—UNEMPLOYED

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	August 1961	July 1961	August 1960
Total unemployed.....	323	354	352
On temporary layoff up to 30 days.....	22	21	30
Without work and seeking work.....	301	333	322
Seeking full-time work.....	280	310	305
Seeking part-time work.....	21	23	17
Seeking under 1 month.....	70	104	93
Seeking 1—3 months.....	114	100	128
Seeking 4—6 months.....	44	49	48
Seeking more than 6 months.....	73	80	53

## B—Labour Income

### TABLE B-1—ESTIMATES OF LABOUR INCOME

NOTE: All figures in this table except those for 1956 have been revised. Monthly and quarterly figures may not add to annual totals because of rounding.

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Total			Quarterly Totals <sup>(1)</sup>						Totals <sup>(2)</sup>
	Mining	Manu- facturing	Trans- portation, Storage and Communi- cation <sup>(3)</sup>	Forestry	Construc- tion	Public Utilities	Trade	Finance Services (including Govern- ment)	Supple- men- tary Labour income	
1956—Total....	498	4,586	1,560	371	1,210	239	2,069	3,546	617	14,890
1957—Total....	535	4,838	1,661	336	1,311	277	2,265	3,920	683	16,018
1958—Total....	527	4,828	1,677	270	1,329	208	2,359	4,295	739	16,524
1959—Total....	552	5,103	1,773	288	1,472	316	2,528	4,705	819	17,761
1960—Total....	551	5,200	1,779	326	1,472	327	2,641	5,095	916	18,514
1960—										
July.....	46.3	435.3	155.0	.....	.....	.....	.....	.....	.....	1,578.9
August....	46.7	437.9	154.4	88.5	446.7	84.7	663.5	1,282.7	232.9	1,592.3
September..	46.9	442.0	153.2	.....	.....	.....	.....	.....	.....	1,620.7
October....	45.7	437.5	151.2	.....	.....	.....	.....	.....	.....	1,599.8
November...	45.4	432.3	148.5	91.6	369.9	82.6	685.4	1,319.2	235.5	1,573.7
December...	44.3	422.6	144.7	.....	.....	.....	.....	.....	.....	1,529.4
1961—										
January.....	44.2	420.0	140.5	.....	.....	.....	.....	.....	.....	1,494.3
February....	44.4	424.4	142.0	62.1	278.7	81.8	656.5	1,327.4	235.7	1,502.3
March.....	44.5	427.1	142.5	.....	.....	.....	.....	.....	.....	1,510.1
April.....	43.2	431.5	145.4	.....	.....	.....	.....	.....	.....	1,536.2
May.....	45.7	443.1	151.2	62.4*	356.0*	84.6*	679.2*	1,382.0*	242.3*	1,592.7
June*.....	46.2	458.1	162.9	.....	.....	.....	.....	.....	.....	1,659.2
July†.....	46.1	450.1	161.5	.....	.....	.....	.....	.....	.....	1,644.6

(1) Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

(2) Includes post office wages and salaries.

(3) Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

\*Revised.

†Preliminary.

## C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—at July 1961 employers in the principal non-agricultural industries reported a total employment of 2,903,197. Tables C-4 (every second month) and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage earners in the reporting firms.

**TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES**

(1949 = 100)      (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Year and Month	Industrial Composite				Manufacturing			
	Index Numbers (1949=100) <sup>(1)</sup>				Index Numbers (1949=100)			
	Employment	Aggregate Payrolls	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries	Employment	Aggregate Payrolls	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries
				\$				\$
<b>Averages</b>								
1955.....	112.9	161.2	142.1	61.05	109.8	159.5	144.4	63.48
1956.....	120.7	182.0	150.0	64.44	115.8	176.8	151.7	66.71
1957.....	122.6	194.7	158.1	67.93	115.8	185.3	159.1	69.94
1958.....	117.9	194.1	163.9	70.43	109.8	182.7	165.3	72.67
1959.....	119.7	205.7	171.0	73.47	111.1	193.3	172.5	75.84
<b>1960</b>								
July.....	121.9	217.8	177.6	76.28	110.2	198.4	177.8	78.18
August.....	123.1	291.0	176.8	75.94	111.7	199.7	176.5	77.62
September.....	123.1	220.7	178.2	76.55	111.6	201.6	178.2	78.37
October.....	121.5	218.2	178.3	76.60	109.6	199.4	179.6	78.95
November.....	119.7	214.5	177.9	76.43	108.1	197.2	180.0	79.16
December.....	114.8	202.4	175.0	75.18	104.1	187.0	177.2	77.92
<b>1961</b>								
January.....	111.6	201.4	179.2	77.00	104.3	191.6	181.1	79.65
February.....	111.0	202.5	181.1	77.80	104.6	193.5	182.5	80.24
March.....	111.1	202.3	180.7	77.64	104.9	194.4	182.8	80.36
April.....	112.6	206.3	181.8	78.12	105.4	196.7	184.1	80.95
May.....	117.2	214.6	181.6	78.00	108.4	201.8	183.6	80.72
June*.....	121.3	223.6	182.8	78.55	111.2	208.1	184.6	81.17
July†.....	122.4	225.0	182.3	78.32	110.7	205.3	182.8	80.38

<sup>(1)</sup>Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

\*Revised.

†Preliminary.

**TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES**

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	June 1961	May 1961	June 1960	June 1961	May 1961	June 1960
				\$	\$	\$
<b>Provinces</b>						
Newfoundland.....	141.5	117.9	145.2	71.79	71.75	67.88
Prince Edward Island.....	145.8	131.9	139.6	57.59	56.37	54.40
Nova Scotia.....	97.3	96.3	103.5	64.64	64.66	62.93
New Brunswick.....	108.3	99.2	107.3	63.11	61.38	62.08
Quebec.....	121.2	116.6	123.7	75.60	75.26	72.28
Ontario.....	120.6	118.3	121.9	81.79	81.17	78.86
Manitoba.....	113.2	109.9	114.5	74.05	72.79	72.71
Saskatchewan.....	130.6	125.4	133.3	75.44	73.72	71.69
Alberta (including Northwest Territories).....	161.2	153.7	160.2	81.04	79.54	77.75
British Columbia (including Yukon).....	115.5	112.3	119.2	85.82	85.35	83.82
<b>Canada.....</b>	<b>121.0</b>	<b>117.2</b>	<b>123.0</b>	<b>78.59</b>	<b>78.00</b>	<b>75.74</b>
<b>Urban Areas</b>						
St. John's.....	136.6	128.5	139.9	59.36	59.37	55.80
Sydney.....	84.8	88.8	90.0	76.08	79.37	76.16
Halifax.....	120.7	122.0	118.5	65.50	63.71	62.12
Moncton.....	107.7	102.5	98.3	61.43	60.23	60.19
Saint John.....	104.0	101.8	106.0	62.55	60.53	62.41
Chicoutimi—Jonquiere.....	113.1	109.8	122.4	95.82	95.05	96.71
Quebec.....	115.5	113.3	115.9	67.10	67.37	62.58
Sherbrooke.....	102.4	98.6	102.1	65.90	64.97	62.28
Shawinigan.....	103.6	104.5	109.3	89.27	85.01	82.69
Three Rivers.....	115.4	111.1	117.5	76.45	72.89	69.84
Drummondville.....	76.7	74.9	76.3	62.34	63.10	60.47
Montreal.....	124.9	123.1	125.8	77.56	77.18	74.25
Ottawa—Hull.....	120.9	127.6	128.4	73.61	72.42	69.93
Kingston.....	123.5	120.4	114.2	76.11	76.98	74.33
Peterborough.....	90.4	90.4	97.7	85.48	86.88	83.73
Oshawa.....	173.4	175.6	183.6	91.68	90.40	86.82
Hamilton.....	132.5	130.6	131.2	82.31	81.66	79.38
St. Catharines.....	109.7	108.3	114.1	87.34	86.59	83.56
Niagara Falls.....	108.9	107.0	109.7	89.63	88.87	85.69
Brantford.....	100.7	99.0	104.2	80.05	81.16	77.16
Guelph.....	81.9	82.5	80.9	74.05	74.83	70.53
Galt.....	123.1	119.9	123.4	73.42	72.27	70.76
Kitchener.....	107.8	106.1	120.3	71.02	70.04	67.68
Sudbury.....	124.0	121.2	122.8	74.78	73.37	72.46
Timmins.....	148.4	146.6	147.0	91.65	91.48	89.11
London.....	93.0	91.5	96.4	70.54	70.90	69.50
Sarnia.....	131.5	128.3	127.2	74.97	74.12	72.67
Windsor.....	128.6	126.2	128.9	101.23	101.49	97.83
Sault Ste. Marie.....	74.5	74.4	79.4	88.86	88.16	86.48
Ft. William—Pt. Arthur.....	143.7	139.8	141.3	98.08	104.43	91.65
Winnipeg.....	114.3	110.0	113.9	80.77	80.47	78.98
Regina.....	113.1	110.8	113.6	71.43	70.04	69.67
Saskatoon.....	143.0	138.9	136.0	73.15	71.92	68.82
Edmonton.....	148.2	145.3	144.3	70.97	69.38	67.99
Calgary.....	194.3	187.0	191.0	75.91	74.59	72.82
Vancouver.....	177.9	173.0	176.5	77.36	75.61	74.05
Victoria.....	113.4	111.1	116.2	84.17	83.76	81.81
	109.6	107.3	111.9	77.37	76.43	75.18



**TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES**

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

NOTE: Information for other industries is given in "Employment and Payrolls"

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	June 1961	May 1961	June 1960	June 1961	May 1961	June 1960
<b>Mining.....</b>	<b>119.6</b>	<b>117.4</b>	<b>122.1</b>	<b>\$ 95.47</b>	<b>\$ 95.82</b>	<b>\$ 94.13</b>
Metal mining.....	135.2	132.8	140.3	98.15	98.22	97.11
Gold.....	72.8	71.8	75.4	78.53	79.37	77.35
Other metal.....	193.3	189.7	200.9	105.03	104.86	104.02
Fuels.....	84.0	85.3	86.1	97.15	95.71	94.75
Coal.....	40.6	45.8	43.9	73.32	74.22	71.92
Oil and natural gas.....	270.9	255.5	267.9	112.51	112.29	110.87
Non-metal.....	152.8	141.5	144.3	82.09	85.87	79.92
<b>Manufacturing.....</b>	<b>111.0</b>	<b>108.4</b>	<b>112.2</b>	<b>\$ 81.27</b>	<b>\$ 80.72</b>	<b>\$ 78.23</b>
Durable goods.....	113.4	111.0	116.9	87.40	86.94	83.79
Non-durable goods.....	108.9	106.2	108.3	75.92	75.26	73.18
Food and beverages.....	118.6	112.0	119.1	72.71	71.96	69.90
Meat products.....	137.9	134.8	140.1	84.93	82.55	79.92
Canned and preserved fruits and vegetables.....	95.1	82.5	84.0	63.57	64.69	57.82
Grain mill products.....	102.7	102.0	104.9	79.46	79.05	77.80
Bread and other bakery products.....	112.9	110.1	113.2	69.06	68.25	68.49
Distilled and malt liquors.....	102.6	100.9	105.9	98.56	96.37	94.38
Tobacco and tobacco products.....	81.4	79.0	79.5	82.60	82.27	79.45
Rubber products.....	100.3	97.3	102.0	84.00	82.22	79.69
Leather products.....	86.9	86.0	82.7	54.25	53.86	51.57
Boots and shoes (except rubber).....	94.3	92.4	90.2	51.54	51.00	48.82
Textile products (except clothing).....	78.4	77.5	77.8	64.44	63.83	61.90
Cotton yarn and broad woven goods.....	70.6	70.2	69.4	61.62	59.57	57.43
Woolen goods.....	62.4	60.8	63.0	61.19	60.94	59.25
Synthetic textiles and silk.....	84.1	82.4	84.2	69.93	71.20	68.71
Clothing (textile and fur).....	89.4	88.4	88.4	49.79	49.12	47.00
Men's clothing.....	91.6	90.5	90.7	48.32	47.83	46.23
Women's clothing.....	96.1	95.0	91.4	50.55	50.16	46.39
Knit goods.....	70.2	70.1	70.6	50.03	49.26	47.06
Wood products.....	108.8	104.6	109.9	69.87	69.16	66.84
Saw and planing mills.....	114.1	108.0	113.0	71.80	71.30	69.21
Furniture.....	109.5	108.1	111.8	67.69	66.61	63.61
Other wood products.....	81.7	81.2	91.5	62.40	61.88	60.52
Paper products.....	127.4	123.8	127.1	95.91	94.25	91.86
Pulp and paper mills.....	128.8	124.8	129.0	103.52	101.72	98.84
Other paper products.....	124.0	121.3	122.7	77.39	76.26	74.51
Printing, publishing and allied industries.....	124.5	123.8	125.3	87.61	87.31	85.00
<b>Iron and steel products.....</b>	<b>105.1</b>	<b>103.1</b>	<b>108.5</b>	<b>92.40</b>	<b>92.46</b>	<b>88.53</b>
Agricultural implements.....	67.8	67.0	71.9	93.59	93.68	90.69
Fabricated and structural steel.....	145.8	146.9	169.8	93.76	93.54	89.16
Hardware and tools.....	100.2	100.2	99.4	82.15	81.44	82.16
Heating and cooking appliances.....	97.3	92.1	97.3	79.52	78.16	76.98
Iron castings.....	91.3	88.5	91.9	88.17	86.40	83.56
Machinery, Industrial.....	115.4	113.7	119.5	88.28	88.15	85.14
Primary iron and steel.....	119.7	117.4	120.0	106.03	109.34	98.89
Sheet metal products.....	109.2	105.3	112.7	91.63	90.29	89.75
Wire and wire products.....	111.5	110.8	118.9	94.22	92.00	89.97
Transportation equipment.....	106.9	107.0	111.9	92.39	90.87	87.97
Aircraft and parts.....	258.2	258.4	242.2	95.24	95.37	91.84
Motor vehicles.....	105.3	106.1	114.4	103.85	100.10	97.47
Motor vehicles parts and accessories.....	102.8	104.0	105.2	90.41	91.08	85.99
Railroad and rolling stock equipment.....	55.2	53.6	66.4	83.81	80.99	80.15
Shipbuilding and repairing.....	130.7	130.4	132.2	83.46	81.56	80.73
Non-ferrous metal products.....	126.5	123.7	132.2	93.30	93.13	90.97
Aluminum products.....	141.2	136.9	147.3	89.13	90.04	85.83
Brass and copper products.....	103.4	101.3	103.9	89.48	87.57	83.88
Smelting and refining.....	147.4	144.2	157.0	101.08	101.20	99.67
Electrical apparatus and supplies.....	133.4	129.6	135.3	88.16	87.64	84.88
Heavy electrical machinery.....	99.9	97.7	107.1	95.71	94.91	92.88
Telecommunication equipment.....	228.7	220.0	219.6	86.45	86.71	82.31
Non-metallic mineral products.....	145.7	138.9	149.6	85.61	85.30	79.76
Clay products.....	93.6	88.4	93.8	78.89	77.75	73.99
Glass and glass products.....	160.3	154.0	158.4	80.47	80.98	75.57
Products of petroleum and coal.....	139.3	138.7	140.7	116.71	117.44	117.54
Petroleum refining and products.....	142.2	141.4	143.7	117.49	118.24	118.41
Chemical products.....	133.3	133.0	135.7	94.55	94.85	91.22
Medicinal and pharmaceutical preparations.....	120.9	119.4	120.5	80.86	82.81	80.92
Acids, alkalis and salts.....	158.3	156.6	160.8	106.57	107.53	101.79
Miscellaneous manufacturing industries.....	138.2	136.3	130.2	71.61	71.40	70.44
<b>Construction.....</b>	<b>133.7</b>	<b>123.1</b>	<b>147.3</b>	<b>\$ 83.06</b>	<b>\$ 81.27</b>	<b>\$ 78.25</b>
Building and general engineering.....	127.3	117.6	135.3	89.62	87.92	85.57
Highways, bridges and streets.....	144.4	132.2	166.9	73.41	71.38	68.50
Electric and motor transportation.....	137.9	134.9	134.9	83.56	82.70	79.96
<b>Service.....</b>	<b>154.2</b>	<b>148.8</b>	<b>149.5</b>	<b>\$ 55.27</b>	<b>\$ 55.29</b>	<b>\$ 52.50</b>
Hotels and restaurants.....	136.8	129.3	138.7	42.05	42.14	40.74
Laundries and dry cleaning plants.....	125.2	123.4	117.6	48.86	48.58	47.07
<b>Industrial composite.....</b>	<b>121.0</b>	<b>117.2</b>	<b>123.0</b>	<b>78.59</b>	<b>78.00</b>	<b>75.74</b>

# TABLE C-4—HOURS IN MANUFACTURING BY PROVINCES

This table is published every second month

## TABLE C-6—EARNINGS AND HOURS OF HOURLY-RATED WAGE EARNERS IN MANUFACTURING

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

Period	Hours Worked Per week	Average Hourly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1949=100)	
				Current Dollars	1949 Dollars
	No.	\$	\$	No.	
Monthly Average 1955.....	41.0	1.45	59.45	142.4	122.4
Monthly Average 1956.....	41.0	1.52	62.40	149.5	126.3
Monthly Average 1957.....	40.4	1.61	64.96	155.6	127.4
Monthly Average 1958.....	40.2	1.66	66.77	160.0	127.7
Monthly Average 1959.....	40.7	1.72	70.16	168.1	132.8
Last Pay Period in:					
1960 July.....	40.6	1.77	72.01†	172.5	134.9
August.....	40.5	1.76	71.46	171.2	133.3
September.....	40.9	1.77	72.37	173.4	134.0
October.....	40.6	1.78	72.66	174.1	134.3
November.....	40.6	1.79	72.82	174.5	134.6
December.....	38.7	1.82	70.60	169.1	130.9
1961 January.....	40.1	1.81	72.76	174.3	135.2
February.....	40.4	1.82	72.40	175.9	136.2
March.....	40.3	1.83	73.64	176.4	136.7
April.....	40.6	1.84	74.56	178.6	138.5
May.....	40.5	1.84	74.44	178.3	138.3
June*.....	41.0	1.83	75.02	179.7	139.3
July†.....	40.6	1.82	73.99	177.3	137.3

NOTE: The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*, D.B.S., page ii.

\* Revised.

† Latest figures subject to revision.

**TABLE C-5—HOURS AND EARNINGS BY INDUSTRY**

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	June 1961	May 1961	June 1960	June 1961	May 1961	June 1960	June 1961	May 1961	June 1960
	no.	no.	no.	\$	\$	\$	\$	\$	\$
<b>Mining</b> .....	<b>42.2</b>	<b>42.1</b>	<b>42.0</b>	<b>2.12</b>	<b>2.12</b>	<b>2.10</b>	<b>\$9.38</b>	<b>\$9.05</b>	<b>\$8.06</b>
Metal mining.....	42.5	42.4	42.5	2.20	2.20	2.18	93.45	93.17	92.55
Gold.....	43.1	43.6	43.5	1.69	1.70	1.66	72.91	74.14	72.29
Other metal.....	42.3	42.0	42.1	2.39	2.39	2.38	101.23	100.38	100.38
Fuels.....	41.4	40.4	40.4	1.99	1.96	1.97	82.20	79.48	79.74
Coal.....	41.2	41.0	40.3	1.75	1.77	1.73	71.98	72.79	69.88
Oil and natural gas.....	41.6	39.3	40.5	2.32	2.35	2.36	96.68	92.26	95.46
Non-metal.....	41.9	42.8	41.8	1.92	1.95	1.87	80.63	83.32	78.32
<b>Manufacturing</b> .....	<b>41.0</b>	<b>40.5</b>	<b>40.4</b>	<b>1.83</b>	<b>1.84</b>	<b>1.79</b>	<b>75.07</b>	<b>74.44</b>	<b>72.19</b>
Durable goods.....	41.2	40.8	40.7	1.99	1.99	1.93	81.99	81.36	78.48
Non-durable goods.....	40.8	40.1	40.1	1.68	1.70	1.65	68.72	68.04	66.13
Food and beverages.....	42.4	40.9	41.3	1.59	1.64	1.57	67.36	66.99	64.77
Meat products.....	42.5	41.4	41.2	1.91	1.91	1.85	81.24	79.20	76.12
Canned and preserved fruits and vegetables.....	39.4	38.9	38.5	1.38	1.41	1.33	54.42	54.82	51.19
Grain mill products.....	42.7	43.1	43.5	1.75	1.75	1.72	74.76	75.51	74.67
Bread and other bakery products.....	41.4	40.0	42.9	1.50	1.48	1.48	64.87	63.22	63.34
Distilled liquors.....	41.1	39.4	40.0	2.35	2.09	2.01	85.85	83.84	81.53
Malt liquors.....	40.0	40.4	40.7	1.93	2.54	2.24	96.61	92.13	89.44
Tobacco and tobacco products.....	41.4	40.6	40.4	1.89	1.87	1.82	77.18	76.95	74.09
Rubber products.....	40.1	39.4	38.2	1.24	1.24	1.22	49.88	49.01	46.40
Leather products.....	40.0	39.1	37.5	1.18	1.19	1.17	47.30	46.32	44.00
Boots and shoes (except rubber).....	40.6	39.9	39.7	1.37	1.36	1.31	55.76	54.82	52.04
Other leather products.....	42.0	41.6	41.3	1.37	1.37	1.34	57.80	57.07	55.30
Textile products (except clothing).....	40.5	39.3	39.2	1.41	1.39	1.34	57.21	54.82	52.71
Cotton yarn and broad woven goods.....	43.7	43.4	43.2	1.28	1.28	1.26	56.16	55.53	54.23
Woolen goods.....	42.6	43.4	42.5	1.46	1.47	1.43	62.04	63.65	60.96
Synthetic textiles and silk.....	37.9	37.4	36.4	1.17	1.17	1.14	44.52	43.70	41.34
Clothing (textile and fur).....	37.3	36.7	36.4	1.17	1.17	1.14	43.69	42.97	41.65
Men's clothing.....	36.2	36.3	33.4	1.24	1.23	1.19	44.91	44.64	39.77
Women's clothing.....	40.8	40.1	38.6	1.10	1.09	1.07	44.91	43.89	41.23
Knit goods.....	41.6	40.8	40.6	1.60	1.61	1.57	66.67	65.71	63.75
*Wood products.....	41.0	40.3	40.2	1.70	1.71	1.67	69.63	69.00	67.14
Saw and planing mills.....	42.7	41.8	40.8	1.47	1.46	1.44	62.68	61.20	58.95
Furniture.....	43.0	41.6	42.0	1.34	1.36	1.32	57.57	56.46	55.68
Other wood products.....	41.5	40.9	41.6	2.15	2.15	2.08	89.21	88.10	86.35
Paper products.....	41.5	40.9	41.9	2.31	2.32	2.22	95.93	95.04	92.98
Pulp and paper mills.....	41.5	41.0	40.9	1.71	1.70	1.66	70.89	69.47	67.66
Printing, publishing and allied industries.....	39.2	38.7	39.2	2.22	2.22	2.16	86.92	85.98	84.71
*Iron and steel products.....	41.1	40.9	40.8	2.14	2.15	2.06	87.74	87.93	84.01
Agricultural implements.....	40.0	40.0	40.1	2.16	2.17	2.10	86.29	86.64	84.29
Fabricated and structural steel.....	40.9	40.6	41.1	2.10	2.11	2.04	85.89	85.54	83.97
Hardware and tools.....	42.2	41.9	42.1	1.79	1.79	1.79	75.64	74.85	75.41
Heating and cooking appliances.....	40.5	40.0	40.0	1.81	1.78	1.78	73.13	71.18	71.23
Iron castings.....	41.8	40.7	40.3	2.00	2.00	1.97	83.73	81.48	79.37
Machinery, industrial.....	40.2	41.1	41.5	1.98	1.98	1.92	82.53	82.06	79.55
Primary iron and steel.....	41.7	40.7	39.9	2.54	2.58	2.38	101.88	106.04	94.89
Sheet metal products.....	42.2	41.6	41.2	2.12	2.12	2.06	87.41	80.18	85.97
Wire and wire products.....	40.8	40.3	40.5	2.13	2.11	2.03	86.91	85.06	83.84
*Transportation equipment.....	41.7	42.1	41.3	2.11	2.10	2.00	87.83	88.62	82.57
Aircraft and parts.....	41.7	40.2	41.0	2.34	2.30	2.22	97.60	92.68	91.21
Motor vehicles.....	40.4	40.6	40.0	2.09	2.10	2.01	84.46	85.42	80.20
Motor vehicle parts and accessories.....	39.4	39.1	39.7	2.07	2.00	1.96	81.49	78.40	77.87
Railroad and rolling stock equipment.....	40.2	39.1	40.0	2.03	2.03	1.97	81.73	79.36	78.72
Shipbuilding and repairing.....	40.6	40.6	40.7	2.16	2.15	2.11	87.56	87.30	85.92
*Non-ferrous metal products.....	41.6	41.7	42.1	1.90	1.93	1.82	78.84	80.41	76.51
Aluminum products.....	41.6	40.9	40.1	2.02	2.01	1.94	84.27	82.11	77.58
Brass and copper products.....	40.0	40.2	40.6	2.39	2.38	2.34	95.40	95.45	94.97
Smelting and refining.....	41.0	40.5	40.6	1.88	1.89	1.84	77.21	76.32	74.52
*Electrical apparatus and supplies.....	41.2	40.7	40.8	2.08	2.08	2.06	85.71	84.39	84.19
Heavy electrical machinery and equipment.....	40.7	40.0	40.5	1.73	1.76	1.64	70.36	70.31	66.38
Telecommunication equipment.....	40.1	39.8	39.7	1.91	1.92	1.88	76.64	76.29	74.60
Refrigerators, vacuum cleaners and appliances.....	43.4	42.0	41.8	2.08	2.08	2.02	90.49	87.27	84.15
Wire and cable.....	40.6	40.3	40.5	1.79	1.78	1.74	72.59	71.80	70.35
Miscellaneous electrical products.....	43.6	43.4	42.1	1.86	1.86	1.78	81.31	80.78	74.75
*Non-metallic mineral products.....	43.7	42.7	41.3	1.69	1.70	1.62	74.07	72.82	67.03
Glass and glass products.....	40.7	41.2	40.5	1.88	1.86	1.75	76.59	76.76	71.00
Products of petroleum and coal.....	41.5	41.6	41.5	2.57	2.58	2.57	106.74	107.13	106.44
Chemical products.....	41.2	41.4	41.1	2.03	2.04	1.98	83.77	84.46	81.12
Medicinal and pharmaceutical preparations.....	40.1	40.4	40.9	1.54	1.55	1.50	61.84	62.83	61.45
Acids, alkalis and salts.....	41.2	41.0	40.7	2.33	2.39	2.27	96.07	97.94	92.27
Miscellaneous manufacturing industries.....	41.1	40.8	41.4	1.52	1.52	1.49	62.36	61.97	61.70
<b>Construction</b> .....	<b>41.7</b>	<b>39.7</b>	<b>40.1</b>	<b>1.95</b>	<b>1.97</b>	<b>1.90</b>	<b>81.20</b>	<b>78.08</b>	<b>76.13</b>
Building and general engineering.....	40.8	39.3	39.2	2.13	2.14	2.11	86.89	84.11	82.62
Highways, bridges and streets.....	43.2	40.4	41.6	1.65	1.67	1.58	71.36	67.54	65.87
Electric and motor transportation.....	43.7	43.4	43.8	1.90	1.90	1.82	85.05	82.31	79.78
<b>Service</b> .....	<b>39.0</b>	<b>38.8</b>	<b>39.5</b>	<b>1.06</b>	<b>1.07</b>	<b>1.03</b>	<b>41.18</b>	<b>41.53</b>	<b>40.49</b>
Hotels and restaurants.....	39.0	38.8	39.5	1.02	1.04	1.00	39.98	40.27	39.35
Laundries and dry cleaning plants.....	40.0	40.1	40.3	1.03	1.03	1.00	41.07	41.44	40.36

\*Durable manufactured goods industries.



## D—National Employment Service Statistics

Tables D-1 to D-5 are based on two statistical reports of the National Employment Service. These reports serve different operational purposes and, therefore, the data are not necessarily identical.

**TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT**

**A—DATE NEAREST SEPTEMBER 1, 1955-60, AND FIRST OF MONTH,  
OCTOBER 1960-SEPTEMBER 1961**

(Source: National Employment Service, Unemployment Insurance Commission)

Period	Unfilled Vacancies*			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
September 1, 1955.....	26,320	19,536	45,856	121,945	63,738	185,683
September 1, 1956.....	39,324	22,039	61,363	101,718	60,377	162,095
September 1, 1957.....	14,379	16,047	30,426	171,981	76,446	248,427
September 1, 1958.....	10,012	13,446	23,458	237,319	106,423	343,742
September 1, 1959.....	16,741	18,466	35,207	172,417	96,074	268,491
September 1, 1960.....	13,748	14,427	28,175	236,969	117,044	354,013
October 1, 1960.....	12,239	13,796	26,035	228,632	115,358	343,990
November 1, 1960.....	11,944	10,866	22,810	281,484	124,255	405,739
December 1, 1960.....	15,932	10,799	26,731	393,856	144,123	537,979
January 1, 1961.....	9,859	7,996	17,855	570,789	163,893	734,682
February 1, 1961.....	8,866	8,377	17,243	668,766	185,972	854,738
March 1, 1961.....	8,786	9,513	18,299	691,351	186,991	878,342
April 1, 1961.....	9,927	11,387	21,314	683,034	180,982	864,016
May 1, 1961.....	14,098	13,802	27,900	594,904	172,884	767,788
June 1, 1961.....	17,078	17,208	34,286	418,218	151,611	569,829
July 1, 1961.....	15,103	16,445	31,548	268,284	125,447	393,731
August 1, 1961 <sup>(1)</sup> .....	15,880	14,732	30,612	246,016	117,993	364,009
September 1, 1961 <sup>(1)</sup> .....	14,963	17,850	32,813	216,265	104,695	320,960

**B—DATE NEAREST OCTOBER 1, 1955 TO 1960, AND MONTHLY,  
NOVEMBER 1, 1960 TO OCTOBER 1, 1961**

Period	Unfilled Vacancies*			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
October 1, 1955.....	28,794	18,225	47,019	117,723	63,545	181,268
October 1, 1956.....	40,726	21,827	62,553	97,699	59,502	157,201
October 1, 1957.....	12,792	13,660	26,452	186,599	80,267	266,866
October 1, 1958.....	9,385	11,430	20,815	228,426	107,123	335,549
October 1, 1959.....	16,162	16,792	32,954	160,519	97,261	257,780
October 1, 1960.....	12,239	13,796	26,035	228,632	115,358	343,990
November 1, 1960.....	11,944	10,866	22,810	281,484	124,255	405,739
December 1, 1960.....	15,932	10,799	26,731	393,856	144,123	537,979
January 1, 1961.....	9,859	7,996	17,855	570,789	163,893	734,682
February 1, 1961.....	8,866	8,377	17,243	668,766	185,972	854,738
March 1, 1961.....	8,786	9,513	18,299	691,351	186,991	878,342
April 1, 1961.....	9,927	11,387	21,314	683,034	180,982	864,016
May 1, 1961.....	14,098	13,802	27,900	594,904	172,884	767,788
June 1, 1961.....	17,078	17,208	34,286	418,218	151,611	569,829
July 1, 1961.....	15,103	16,445	31,548	268,284	125,447	393,731
August 1, 1961.....	15,880	14,732	30,612	246,016	117,993	364,009
September 1, 1961 <sup>(1)</sup> .....	14,963	17,850	32,813	216,245	104,695	320,940
October 1, 1961 <sup>(1)</sup> .....	15,217	17,066	32,283	216,358	101,260	317,618

<sup>(1)</sup> Latest figures subject to revision.

\*Current Vacancies only. Deferred Vacancies are excluded.

# TABLE D-2—UNFILLED VACANCIES BY INDUSTRY AND BY SEX

A—AS AT JULY 31, 1961<sup>(1)</sup>

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Industry	Male	Female	Total	Change from	
				June 30, 1961	July 29, 1960
<b>Agriculture, Fishing, Trapping</b> .....	<b>3,402</b>	<b>803</b>	<b>4,205</b>	<b>+ 2,381</b>	<b>+ 772</b>
<b>Forestry</b> .....	<b>1,541</b>	<b>12</b>	<b>1,553</b>	<b>- 91</b>	<b>- 1,033</b>
<b>Mining, Quarrying and Oil Wells</b> .....	<b>311</b>	<b>43</b>	<b>354</b>	<b>- 146</b>	<b>- 151</b>
Metal Mining.....	212	16	228	- 101	- 74
Fuels.....	57	13	70	- 39	- 73
Non-Metal Mining.....	29	1	30	+	+
Quarrying, Clay and Sand Pits.....	4	.....	4	8	9
Prospecting.....	9	13	22	- 2	- 18
<b>Manufacturing</b> .....	<b>2,759</b>	<b>2,575</b>	<b>5,334</b>	<b>- 374</b>	<b>+ 681</b>
Foods and Beverages.....	282	441	723	- 313	+
Tobacco and Tobacco Products.....	9	3	12	- 3	- 6
Rubber Products.....	16	21	37	0	+
Leather Products.....	60	179	239	+	58
Textile Products (except clothing).....	69	118	187	+	26
Clothing (textile and fur).....	146	1,066	1,212	+	396
Wood Products.....	277	95	372	- 99	+
Paper Products.....	118	60	178	- 47	- 82
Printing, Publishing and Allied Industries.....	87	100	187	- 27	+
Iron and Steel Products.....	581	94	675	- 7	+
Transportation Equipment.....	413	47	460	- 125	- 84
Non-Ferrous Metal Products.....	90	37	127	- 17	- 5
Electrical Apparatus and Supplies.....	214	106	320	- 21	+
Non-Metallic Mineral Products.....	78	30	108	- 93	+
Products of Petroleum and Coal.....	26	9	35	- 12	+
Chemical Products.....	157	62	219	- 53	- 33
Miscellaneous Manufacturing Industries.....	136	107	243	+	77
<b>Construction</b> .....	<b>1,691</b>	<b>97</b>	<b>1,788</b>	<b>+ 413</b>	<b>+ 99</b>
General Contractors.....	1,040	66	1,106	+	80
Special Trade Contractors.....	651	31	682	+	179
<b>Transportation, Storage and Communication</b> .....	<b>698</b>	<b>184</b>	<b>882</b>	<b>- 238</b>	<b>+ 38</b>
Transportation.....	511	85	596	- 274	+
Storage.....	12	10	22	- 7	- 1
Communication.....	175	89	264	+	16
<b>Public Utility Operation</b> .....	<b>106</b>	<b>19</b>	<b>125</b>	<b>+ 10</b>	<b>+ 49</b>
<b>Trade</b> .....	<b>2,089</b>	<b>2,260</b>	<b>4,349</b>	<b>+ 102</b>	<b>+ 653</b>
Wholesale.....	716	430	1,146	- 69	+
Retail.....	1,373	1,830	3,203	+	530
<b>Finance, Insurance and Real Estate</b> .....	<b>688</b>	<b>507</b>	<b>1,195</b>	<b>- 81</b>	<b>- 53</b>
<b>Service</b> .....	<b>3,022</b>	<b>8,265</b>	<b>11,287</b>	<b>- 3,226</b>	<b>+ 1,683</b>
Community or Public Service.....	836	2,325	3,161	- 274	+
Government Service.....	1,084	400	1,484	- 1,530	+
Recreation Service.....	47	81	128	- 212	- 169
Business Service.....	427	448	875	- 24	- 58
Personal Service.....	628	5,011	5,639	- 1,186	+
<b>GRAND TOTAL</b> .....	<b>16,307</b>	<b>14,765</b>	<b>31,072</b>	<b>- 1,250</b>	<b>+ 2,743</b>

(1) Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.

TABLE D-2—UNFILLED VACANCIES BY INDUSTRY AND BY SEX

B—AS AT AUGUST 31, 1961<sup>(1)</sup>

(Source: National Employment Service, Unemployment Insurance Commission)

Industry	Male	Female	Total	Change from	
				July 31 1961	August 31 1960
<b>Agriculture, Fishing, Trapping</b> .....	<b>1,347</b>	<b>356</b>	<b>1,703</b>	<b>- 2,502</b>	<b>+ 664</b>
<b>Forestry</b> .....	<b>1,731</b>	<b>11</b>	<b>1,742</b>	<b>+ 189</b>	<b>- 1,152</b>
<b>Mining, Quarrying and Oil Wells</b> .....	<b>291</b>	<b>39</b>	<b>330</b>	<b>- 24</b>	<b>- 181</b>
Metal Mining.....	194	15	209	- 19	- 90
Fuels.....	52	15	67	- 3	- 66
Non-Metal Mining.....	23	2	25	- 5	- 10
Quarrying, Clay and Sand Pits.....	14	2	16	+ 12	+ 6
Prospecting.....	8	5	13	- 9	- 21
<b>Manufacturing</b> .....	<b>3,627</b>	<b>4,254</b>	<b>7,881</b>	<b>+ 2,547</b>	<b>+ 2,488</b>
Foods and Beverages.....	426	1,834	2,260	+ 1,537	+ 1,210
Tobacco and Tobacco Products.....	6	3	9	- 3	- 7
Rubber Products.....	20	10	30	- 7	- 10
Leather Products.....	79	233	312	+ 73	+ 106
Textile Products (except clothing).....	87	133	220	+ 33	+ 12
Clothing (textile and fur).....	195	1,157	1,352	+ 140	+ 404
Wood Products.....	337	79	416	+ 44	+ 18
Paper Products.....	220	64	284	+ 106	+ 48
Printing, Publishing and Allied Industries.....	130	127	257	+ 70	+ 296
Iron and Steel Products.....	701	145	846	+ 171	+ 5
Transportation Equipment.....	375	73	448	- 12	- 5
Non-Ferrous Metal Products.....	315	45	360	+ 233	+ 161
Electrical Apparatus and Supplies.....	256	130	386	+ 66	+ 49
Non-Metallic Mineral Products.....	99	11	110	+ 2	+ 22
Products of Petroleum and Coal.....	29	6	35	0	+ 12
Chemical Products.....	163	82	245	+ 26	- 50
Miscellaneous Manufacturing Industries.....	189	122	311	+ 68	+ 139
<b>Construction</b> .....	<b>1,568</b>	<b>80</b>	<b>1,648</b>	<b>- 140</b>	<b>+ 188</b>
General Contractors.....	983	51	1,034	- 72	+ 69
Special Trade Contractors.....	585	29	614	- 68	+ 119
<b>Transportation, Storage and Communication</b> .....	<b>696</b>	<b>220</b>	<b>916</b>	<b>+ 34</b>	<b>+ 202</b>
Transportation.....	500	100	600	+ 4	+ 140
Storage.....	24	18	42	+ 20	+ 11
Communication.....	172	102	274	+ 10	+ 51
<b>Public Utility Operation</b> .....	<b>167</b>	<b>34</b>	<b>201</b>	<b>+ 76</b>	<b>+ 131</b>
<b>Trade</b> .....	<b>2,268</b>	<b>2,498</b>	<b>4,766</b>	<b>+ 417</b>	<b>+ 534</b>
Wholesale.....	784	507	1,291	+ 145	+ 156
Retail.....	1,484	1,991	3,475	+ 272	+ 378
<b>Finance, Insurance and Real Estate</b> .....	<b>663</b>	<b>553</b>	<b>1,216</b>	<b>+ 21</b>	<b>- 11</b>
<b>Service</b> .....	<b>2,594</b>	<b>10,019</b>	<b>12,613</b>	<b>+ 1,326</b>	<b>+ 2,420</b>
Community or Public Service.....	639	2,526	3,165	+ 4	+ 731
Government Service.....	765	416	1,181	- 303	+ 160
Recreation Service.....	144	106	250	+ 122	+ 73
Business Service.....	446	417	863	- 12	+ 166
Personal Service.....	600	6,554	7,154	+ 1,515	+ 1,290
<b>GRAND TOTAL</b> .....	<b>14,952</b>	<b>18,064</b>	<b>33,016</b>	<b>+ 1,944</b>	<b>+ 5,283</b>

<sup>(1)</sup>Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.



**TABLE D-3—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT  
BY OCCUPATION AND BY SEX**

**A—AS AT JULY 31, 1961<sup>(1)</sup>**

(Source: National Employment Service, Unemployment Insurance Commission)

Occupational Group	Unfilled Vacancies <sup>(2)</sup>			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers.....	2,034	1,949	3,983	6,857	1,925	8,782
Clerical Workers.....	1,308	3,001	4,309	16,220	43,723	59,943
Sales Workers.....	1,528	1,110	2,638	6,563	13,802	20,365
Personal and Domestic Service Workers.....	812	5,510	6,322	25,773	19,294	45,067
Seamen.....				775	8	783
Agriculture, Fishing, Forestry (Ex. log.).....	3,340	817	4,157	3,434	618	4,052
Skilled and Semi-Skilled Workers.....	5,558	1,599	7,157	102,726	17,323	120,049
Food and kindred products (incl. tobacco).....	69	13	82	1,023	467	1,490
Textiles, clothing, etc.....	140	1,140	1,280	2,530	10,693	13,223
Lumber and lumber products.....	1,287	8	1,295	9,623	109	9,732
Pulp, paper (incl. printing).....	65	10	75	964	417	1,381
Leather and leather products.....	40	118	158	793	777	1,570
Stone, clay and glass products.....	11		11	286	39	325
Metalworking.....	752	14	766	15,199	904	16,103
Electrical.....	134	29	163	2,915	1,083	3,998
Transportation equipment.....	2		2	1,547	45	1,592
Mining.....	56		56	1,722		1,722
Construction.....	1,073		1,073	18,884	1	18,885
Transportation (except seamen).....	374	11	385	18,255	130	18,385
Communications and public utility.....	31		31	770	2	772
Trade and service.....	209	210	419	3,961	1,516	5,477
Other skilled and semi-skilled.....	1,108	31	1,139	17,336	855	18,191
Foremen.....	66	15	81	2,239	275	2,514
Apprentices.....	141		141	4,679	10	4,689
Unskilled Workers.....	1,300	746	2,046	83,668	21,300	104,968
Food and tobacco.....	35	208	243	2,352	5,074	7,426
Lumber and lumber products.....	80	34	114	7,202	279	7,481
Metalworking.....	41	20	61	5,532	543	6,075
Construction.....	683		683	33,680		33,680
Other unskilled workers.....	461	484	945	34,902	15,404	50,306
<b>GRAND TOTAL.....</b>	<b>15,880</b>	<b>14,732</b>	<b>30,612</b>	<b>246,016</b>	<b>117,993</b>	<b>364,009</b>

<sup>(1)</sup> Preliminary—subject to revision.

<sup>(2)</sup> Current vacancies only. Deferred vacancies are excluded.

**TABLE D-3—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT BY OCCUPATION AND BY SEX**

**B—AS AT AUGUST 31, 1961<sup>(1)</sup>**

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Occupational Group	Unfilled Vacancies <sup>(2)</sup>			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers.....	1,855	1,964	3,819	6,525	1,748	8,273
Clerical Workers.....	1,302	3,148	4,450	14,403	41,755	56,158
Sales Workers.....	1,495	1,289	2,784	6,174	12,971	19,145
Personal and Domestic Service Workers.....	745	7,163	7,908	24,649	18,342	42,991
Seamen.....	30	.....	30	798	2	800
Agriculture, Fishing, Forestry (Ex. log.).....	1,440	123	1,563	2,873	564	3,437
Skilled and Semi-Skilled Workers.....	6,003	1,794	7,797	92,781	12,741	105,522
Food and kindred products (incl. tobacco).....	76	13	89	894	363	1,257
Textiles, clothing, etc.....	147	1,293	1,440	1,440	7,375	8,815
Lumber and lumber products.....	1,734	4	1,738	9,179	97	9,276
Pulp, paper (incl. printing).....	47	4	51	883	394	1,277
Leather and leather products.....	37	145	182	605	671	1,276
Stone, clay and glass products.....	9	.....	9	240	12	252
Metalworking.....	820	28	848	13,587	606	14,283
Electrical.....	136	29	165	2,454	664	3,118
Transportation equipment.....	10	6	16	1,760	34	1,794
Mining.....	57	.....	57	1,919	.....	1,919
Construction.....	874	.....	874	16,119	.....	16,119
Transportation (except seamen).....	486	11	497	16,640	124	16,764
Communications and public utility.....	49	.....	49	672	5	677
Trade and service.....	236	215	451	3,584	1,317	4,901
Other skilled and semi-skilled.....	1,081	33	1,124	16,465	755	17,220
Foremen.....	64	13	77	2,277	226	2,503
Apprentices.....	130	.....	130	4,043	8	4,051
Unskilled Workers.....	2,093	2,369	4,462	68,062	16,572	84,634
Food and tobacco.....	203	1,678	1,881	1,959	4,432	6,391
Lumber and lumber products.....	136	11	147	6,853	268	7,121
Metalworking.....	289	34	323	4,000	451	4,451
Construction.....	776	.....	776	28,611	2	28,613
Other unskilled workers.....	689	646	1,335	26,639	11,419	38,058
<b>GRAND TOTAL.....</b>	<b>14,963</b>	<b>17,850</b>	<b>32,813</b>	<b>216,245</b>	<b>104,695</b>	<b>320,940</b>

(1) Preliminary—subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

# TABLE D-4—UNFILLED VACANCIES AND REGISTRATIONS

A—AS AT JULY 31, 1961

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Office	Unfilled Vacancies <sup>(2)</sup>			Registrations		
	(1) July 31, 1961	Previous Month June 30, 1961	Previous Year July 28, 1960	(1) July 31, 1961	Previous Month June 30, 1961	Previous Year July 28, 1960
<b>Newfoundland.....</b>	<b>420</b>	<b>529</b>	<b>317</b>	<b>7,205</b>	<b>8,486</b>	<b>6,566</b>
Corner Brook.....	29	28	15	2,333	2,534	1,813
Grand Falls.....	5	8	4	650	683	610
St. John's.....	386	493	298	4,222	5,269	4,143
<b>Prince Edward Island.....</b>	<b>103</b>	<b>225</b>	<b>252</b>	<b>1,229</b>	<b>1,345</b>	<b>1,430</b>
Charlottetown.....	72	161	209	576	695	892
Summerside.....	31	64	43	653	650	538
<b>Nova Scotia.....</b>	<b>976</b>	<b>985</b>	<b>806</b>	<b>13,678</b>	<b>15,981</b>	<b>12,860</b>
Amherst.....	41	46	51	668	719	567
Bridgewater.....	19	20	21	686	850	682
Halifax.....	541	536	450	3,546	4,425	4,345
Inverness.....	.....	.....	.....	236	252	252
Kentville.....	107	173	142	1,040	1,320	940
Liverpool.....	13	26	7	307	456	255
New Glasgow.....	37	70	33	1,315	1,397	1,171
Springhill.....	11	12	2	610	609	356
Sydney.....	27	27	48	2,801	3,200	2,867
Sydney Mines.....	81	7	.....	1,241	1,218	.....
Truro.....	60	24	21	638	802	751
Yarmouth.....	39	44	31	590	753	674
<b>New Brunswick.....</b>	<b>709</b>	<b>979</b>	<b>969</b>	<b>10,392</b>	<b>12,596</b>	<b>10,642</b>
Bathurst.....	28	23	276	732	912	740
Campbellton.....	9	119	9	918	1,455	920
Edmundston.....	19	39	15	606	575	591
Fredericton.....	158	197	87	1,087	1,315	1,217
Minto.....	34	57	106	380	386	393
Moncton.....	249	314	168	2,095	2,561	2,207
Newcastle.....	1	.....	2	868	982	806
Saint John.....	172	167	224	2,448	2,768	2,505
St. Stephen.....	16	43	56	632	820	497
Sussex.....	9	12	14	187	260	245
Woodstock.....	17	3	12	399	562	431
<b>Quebec.....</b>	<b>6,880</b>	<b>7,510</b>	<b>6,914</b>	<b>111,415</b>	<b>121,769</b>	<b>114,070</b>
Alma.....	18	10	32	1,563	1,509	1,421
Asbestos.....	3	3	7	269	290	270
Baie Comeau.....	96	210	138	441	500	360
Beauharnois.....	7	6	12	711	845	712
Buckingham.....	8	12	82	530	655	467
Causapscal.....	151	325	135	601	997	571
Chandler.....	8	22	12	503	654	214
Chicoutimi.....	100	94	372	1,646	2,017	1,379
Cowansville.....	9	8	54	862	412	784
Dolbeau.....	33	250	12	831	890	766
Drummondville.....	98	57	20	1,863	1,715	1,808
Farnham.....	37	110	18	519	630	396
Forestville.....	126	41	312	288	258	193
Gaspé.....	9	14	8	391	533	238
Granby.....	18	44	24	1,472	1,526	2,493
Hull.....	79	68	29	1,784	2,202	1,857
Joliette.....	143	207	120	2,756	2,923	2,492
Jonquière.....	46	43	35	1,614	2,113	1,620
Lachute.....	14	23	7	408	362	420
La Malbaie.....	.....	12	12	868	589	364
La Tuque.....	144	169	779	632	678	369
Lévis.....	16	24	38	1,743	1,944	1,732
Louiseville.....	22	35	22	737	732	765
Magog.....	9	.....	4	442	333	304
Maniwaki.....	69	99	17	411	518	309
Matane.....	16	25	18	775	794	358
Mégantic.....	10	13	1	472	529	327
Mont-Laurier.....	33	86	25	522	584	443
Montmagny.....	10	10	5	863	1,177	639
Montreal.....	3,507	3,415	2,648	46,586	50,373	49,301
New Richmond.....	19	15	2	424	550	813
Port Alfred.....	1	3	2	490	580	390
Quebec.....	612	545	457	7,870	8,009	8,759
Rimouski.....	43	55	116	1,380	1,555	1,100
Rivière du Loup.....	16	30	12	1,398	1,993	972
Roberval.....	72	51	131	894	1,061	781
Rouyn.....	122	47	72	1,640	2,027	2,049
Ste. Agathe-des-Monts.....	49	74	29	296	378	284
Ste. Anne de Bellevue.....	70	102	56	759	724	659
Ste. Thérèse.....	60	27	39	1,274	1,262	1,404
St. Hyacinthe.....	31	91	55	1,501	1,308	2,336
St. Jean.....	71	97	24	1,385	1,502	1,932
St. Jérôme.....	102	72	58	1,424	1,092	1,147
Sept-Îles.....	113	89	242	1,585	1,963	1,161
Shawinigan.....	49	188	59	2,477	3,074	2,081
Sherbrooke.....	159	165	179	3,359	3,900	3,868
Sorel.....	50	76	33	1,700	1,586	1,812



# TABLE D-4—UNFILLED VACANCIES AND REGISTRATIONS

B—AS AT AUGUST 31, 1961

(Source: National Employment Service, Unemployment Insurance Commission)

Office	Unfilled Vacancies <sup>(2)</sup>			Registrations		
	(1) August 31, 1961	Previous Month July 31, 1961	Previous Year Sept. 1, 1960	(1) August 31, 1961	Previous Month July 31, 1961	Previous Year Sept. 1, 1960
<b>Newfoundland</b> .....	<b>279</b>	<b>420</b>	<b>346</b>	<b>6,885</b>	<b>7,205</b>	<b>5,974</b>
Corner Brook.....	24	29	25	2,016	2,333	1,553
Grand Falls.....	2	5	3	605	650	548
St. John's.....	253	386	318	4,264	4,222	3,873
<b>Prince Edward Island</b> .....	<b>112</b>	<b>103</b>	<b>342</b>	<b>984</b>	<b>1,229</b>	<b>1,138</b>
Charlottetown.....	42	72	134	444	576	657
Summerside.....	70	31	208	540	653	481
<b>Nova Scotia</b> .....	<b>979</b>	<b>976</b>	<b>952</b>	<b>15,474</b>	<b>13,678</b>	<b>12,842</b>
Amherst.....	48	41	26	504	668	557
Bridgewater.....	12	19	34	674	686	695
Halifax.....	532	541	481	3,401	3,546	3,813
Inverness.....	7	.....	.....	227	236	256
Kentville.....	102	107	249	1,035	1,040	985
Liverpool.....	12	13	40	285	307	286
New Glasgow.....	69	37	23	1,125	1,315	1,458
Springhill.....	11	11	.....	537	610	346
Sydney.....	71	27	26	5,364	2,801	3,051
Sydney Mines.....	29	81	.....	1,154	1,241	.....
Truro.....	53	60	36	616	638	721
Yarmouth.....	33	39	37	552	590	674
<b>New Brunswick</b> .....	<b>752</b>	<b>709</b>	<b>796</b>	<b>9,383</b>	<b>10,392</b>	<b>10,927</b>
Bathurst.....	20	28	68	704	732	799
Campbellton.....	29	9	32	974	918	1,267
Edmundston.....	26	16	121	564	666	523
Fredericton.....	211	158	80	1,164	1,087	1,182
Minto.....	53	34	197	360	360	332
Moncton.....	199	249	169	2,044	2,095	2,425
Newcastle.....	3	1	7	676	868	799
Saint John.....	151	172	185	2,110	2,448	2,194
St. Stephen.....	26	16	32	427	632	647
Sussex.....	11	9	8	178	187	312
Woodstock.....	23	17	12	345	399	447
<b>Quebec</b> .....	<b>8,295</b>	<b>6,880</b>	<b>8,182</b>	<b>97,107</b>	<b>111,415</b>	<b>105,226</b>
Alma.....	16	18	9	1,486	1,563	1,321
Asbestos.....	6	3	4	218	269	278
Baie Comeau.....	13	96	83	366	441	304
Beauharnois.....	12	7	19	703	711	639
Buckingham.....	8	8	17	461	530	391
Causapscal.....	71	151	149	522	601	561
Chandler.....	4	8	16	493	503	175
Chicoutimi.....	116	100	189	1,606	1,646	1,266
Cowansville.....	12	9	36	222	862	265
Dolbeau.....	400	33	124	700	831	724
Drummondville.....	126	98	41	1,160	1,863	1,618
Farnham.....	69	37	38	346	519	328
Forestville.....	6	126	192	258	288	186
Gaspé.....	37	9	18	367	391	200
Granby.....	170	18	148	1,402	1,472	1,429
Hull.....	69	79	80	1,732	1,784	1,636
Joliette.....	122	143	101	2,490	2,756	2,458
Jonquière.....	69	46	34	1,507	1,614	1,543
Lachute.....	16	14	29	324	408	362
La Malbaie.....	568	.....	656	931	868	331
La Tuque.....	77	144	851	534	632	441
Lévis.....	21	16	4	1,482	1,743	1,978
Louiseville.....	38	22	28	543	737	701
Magog.....	3	9	5	353	442	359
Maniwaki.....	37	69	36	326	411	327
Matane.....	35	16	17	586	775	306
Mégantic.....	2	10	9	397	472	302
Mont-Laurier.....	50	33	19	517	522	440
Montmagny.....	5	10	3	802	863	762
Montreal.....	3,653	3,507	2,619	40,320	46,586	47,807
New Richmond.....	15	1	7	424	424	265
Port Alfred.....	23	19	4	507	490	347
Quebec.....	669	612	491	7,544	7,870	7,788
Rimouski.....	40	43	110	1,530	1,380	1,066
Rivière du Loup.....	208	16	300	1,581	1,398	1,156
Roberval.....	48	72	127	956	894	747
Rouyn.....	54	122	51	1,450	1,640	1,579
Ste. Agathe-des-Monts.....	79	49	85	322	296	366
Ste. Anne de Bellevue.....	107	70	80	583	759	585
Ste. Thérèse.....	80	60	33	1,165	1,274	1,362
St. Hyacinthe.....	53	31	38	1,049	1,501	1,491
St. Jean.....	93	71	41	1,317	1,385	1,751
St. Jérôme.....	78	102	94	867	1,424	901
Sept-Îles.....	102	113	226	1,003	1,585	1,011
Shawinigan.....	57	49	105	2,347	2,477	2,005
Sherbrooke.....	228	159	237	2,863	3,359	2,987
Sorel.....	67	50	62	1,355	1,700	1,310

# TABLE D-4—UNFILLED VACANCIES AND REGISTRATIONS

## A—AS AT JULY 31, 1961

(Source: National Employment Service, Unemployment Insurance Commission)

Office	Unfilled Vacancies <sup>(2)</sup>			Registrations		
	(1) July 31, 1961	Previous Month June 30, 1961	Previous Year July 28, 1960	(1) July 31, 1961	Previous Month June 30, 1961	Previous Year July 28, 1960
<b>Quebec—Cont'd.</b>						
Thetford Mines.....	21	21	32	854	973	911
Trois-Rivières.....	156	153	75	2,921	3,147	3,243
Val d'Or.....	26	23	18	1,365	1,590	1,473
Valleyfield.....	37	25	22	1,147	1,439	1,385
Victoriaville.....	39	37	25	1,292	1,265	1,800
Ville St. Georges.....	123	89	178	886	1,209	893
<b>Ontario</b>	<b>13,299</b>	<b>10,141</b>	<b>9,275</b>	<b>133,570</b>	<b>137,531</b>	<b>144,326</b>
Amnrior.....	20	15	10	217	206	196
Barrie.....	27	15	17	860	875	1,044
Belleville.....	60	56	37	1,149	1,692	1,312
Bracebridge.....	50	243	28	384	407	385
Brampton.....	22	31	20	1,052	1,068	1,165
Brantford.....	109	85	41	2,486	2,071	3,013
Brockville.....	32	31	30	393	483	464
Carleton Place.....	28	20	7	141	179	151
Chatham.....	195	74	93	1,997	2,164	1,839
Cobourg.....	148	33	213	834	800	876
Collingwood.....	20	27	19	481	498	463
Cornwall.....	102	105	84	2,027	2,288	2,724
Elliot Lake.....	39	37	27	495	333	333
Fort Erie.....	4	10	38	372	343	279
Fort Frances.....	17	33	24	283	376	238
Fort William.....	126	119	82	1,252	1,497	1,165
Galt.....	66	93	114	1,902	1,650	1,173
Gananoque.....	12	4	17	150	197	151
Goderich.....	22	33	10	353	372	312
Guelph.....	40	20	31	1,539	1,396	1,732
Hamilton.....	1,010	692	657	10,655	11,356	11,016
Hawkesbury.....	8	14	11	384	331	574
Kapuskasing.....	42	33	105	898	1,243	626
Kenora.....	40	37	9	293	392	334
Kingston.....	111	107	102	1,496	1,573	1,520
Kirkland Lake.....	45	37	51	869	984	866
Kitchener.....	153	167	112	2,676	2,300	2,670
Leamington.....	70	31	55	750	803	895
Lindsay.....	15	14	8	681	523	630
Listowel.....	29	25	15	171	194	225
London.....	422	467	487	3,607	3,910	4,134
Long Branch.....	236	244	247	2,623	2,841	3,135
Midland.....	7	10	14	281	308	432
Napanee.....	9	9	9	290	319	266
Newmarket.....	109	121	47	946	960	1,140
Niagara Falls.....	111	456	32	1,358	1,790	1,279
North Bay.....	35	44	24	948	1,273	969
Oakville.....	133	119	128	737	660	1,032
Orillia.....	19	27	32	647	715	665
Oshawa.....	122	94	113	8,003	3,816	8,686
Ottawa.....	1,219	1,067	752	3,962	4,203	4,390
Owen Sound.....	32	30	50	838	878	968
Parry Sound.....	2	.....	44	80	192	174
Pembroke.....	115	125	81	989	1,221	942
Perth.....	22	32	34	402	384	288
Peterborough.....	18	36	56	2,388	2,977	2,824
Pictou.....	15	6	5	149	150	183
Port Arthur.....	168	188	214	1,777	2,178	1,715
Port Colborne.....	40	24	20	452	592	433
Prescott.....	40	36	31	638	635	568
Renfrew.....	12	12	17	286	286	283
St. Catharines.....	273	369	128	3,770	3,674	5,451
St. Thomas.....	284	87	238	659	811	731
Sarnia.....	97	106	106	2,254	2,178	1,756
Sault Ste. Marie.....	182	171	160	1,915	2,234	2,079
Simcoe.....	1,414	117	879	843	703	926
Sioux Lookout.....	13	11	24	103	110	113
Smiths Falls.....	10	5	13	351	380	252
Stratford.....	37	26	40	647	641	670
Sturgeon Falls.....	11	11	19	411	439	373
Sudbury.....	183	139	125	2,975	3,325	3,155
Tilsonburg.....	1,441	29	267	320	274	330
Timmins.....	34	67	186	1,677	1,812	1,453
Toronto.....	2,735	2,672	1,904	31,571	36,429	37,227
Trenton.....	284	83	69	546	687	609
Walkerton.....	62	64	58	526	468	570
Wallaceburg.....	6	2	18	638	592	385
Welland.....	89	100	102	1,667	1,784	1,444
Weston.....	279	318	210	3,035	3,301	2,975
Windsor.....	280	338	173	10,342	7,966	9,855
Woodstock.....	27	38	52	679	841	1,094
<b>Manitoba</b>	<b>1,937</b>	<b>2,501</b>	<b>2,526</b>	<b>14,472</b>	<b>15,583</b>	<b>11,380</b>
Brandon.....	96	296	187	1,039	1,140	788
Dauphin.....	25	28	14	545	713	382

# TABLE D-4—UNFILLED VACANCIES AND REGISTRATIONS

B—AS AT AUGUST 31, 1961

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Office	Unfilled Vacancies <sup>(a)</sup>			Registrations		
	(a) August 31, 1961	Previous Month July 31, 1961	Previous Year Sept. 1, 1960	(a) August 31, 1961	Previous Month July 31, 1961	Previous Year Sept. 1, 1960
<b>Quebec—Cont'd.</b>						
Thetford Mines.....	18	21	29	685	845	862
Trois-Rivières.....	162	156	130	2,375	2,921	2,849
Val d'Or.....	69	26	27	1,262	1,365	1,273
Valleyfield.....	23	37	13	1,019	1,147	1,447
Victoriaville.....	62	39	34	888	1,292	1,471
Ville St. Georges.....	129	123	248	861	886	869
<b>Ontario.....</b>	<b>13,641</b>	<b>13,299</b>	<b>9,204</b>	<b>112,788</b>	<b>133,570</b>	<b>140,429</b>
Arnprior.....	25	20	7	178	217	190
Barrie.....	54	27	16	788	860	971
Bellefleur.....	82	60	64	1,070	1,149	1,261
Bracebridge.....	11	50	50	357	384	427
Brampton.....	25	22	29	991	1,052	1,211
Brantford.....	123	109	67	2,181	2,486	2,880
Brookville.....	48	32	19	429	393	516
Carleton Place.....	24	28	19	149	141	116
Chatham.....	168	195	116	1,935	1,997	1,219
Cobourg.....	68	148	54	624	834	678
Collingwood.....	36	20	6	472	481	649
Cornwall.....	109	102	104	1,740	2,027	2,220
Elliot Lake.....	37	39	59	373	495	308
Fort Erie.....	1	4	12	302	372	309
Fort Frances.....	25	17	27	236	283	1,088
Fort William.....	91	126	101	1,358	1,252	1,051
Galt.....	94	66	147	1,061	1,802	1,051
Gananoque.....	11	12	10	140	150	127
Goderich.....	34	22	19	317	353	267
Guelph.....	74	40	46	1,201	1,539	1,552
Hamilton.....	1,423	1,010	868	10,074	10,655	11,824
Hawkesbury.....	43	8	9	303	384	272
Kapuskasing.....	51	42	62	744	898	653
Kenora.....	28	40	27	285	293	266
Kingston.....	112	111	120	1,478	1,496	1,753
Kirkland Lake.....	44	45	56	791	869	758
Kitchener.....	181	158	135	1,776	2,676	2,270
Leamington.....	102	70	79	320	750	414
Lindsay.....	35	15	18	479	681	650
Listowel.....	36	29	26	135	171	218
London.....	562	422	575	2,658	3,607	3,887
Long Branch.....	320	236	132	2,701	2,623	3,125
Midland.....	14	7	22	278	281	423
Napanee.....	8	9	6	264	290	323
Newmarket.....	71	109	43	762	946	1,091
Niagara Falls.....	135	111	52	1,411	1,358	1,302
North Bay.....	36	35	40	810	948	1,316
Oakville.....	118	133	129	958	737	1,065
Orillia.....	24	19	20	501	647	606
Oshawa.....	110	122	104	5,166	8,003	10,281
Ottawa.....	1,071	1,219	832	3,585	3,962	4,310
Owen Sound.....	52	32	73	734	828	934
Parry Sound.....	3	2	1	152	80	127
Pembroke.....	85	115	111	970	989	1,010
Perth.....	29	22	26	231	402	177
Peterborough.....	25	18	66	2,251	2,388	2,506
Pictou.....	13	15	3	117	149	196
Port Arthur.....	222	168	184	1,639	1,777	1,535
Port Colborne.....	49	40	16	436	452	515
Prescott.....	39	40	33	477	638	445
Renfrew.....	11	12	16	243	286	260
St. Catharines.....	1,810	278	390	3,940	3,770	5,024
St. Thomas.....	149	284	134	514	659	519
Sarnia.....	115	97	125	1,734	2,254	1,618
Sault Ste. Marie.....	161	182	128	1,574	1,915	1,795
Simcoe.....	363	1,414	222	422	843	390
Sioux Lookout.....	6	13	21	88	103	121
Smiths Falls.....	8	10	10	284	351	275
Stratford.....	41	37	50	524	647	485
Sturgeon Falls.....	22	11	29	472	411	444
Sudbury.....	264	183	161	2,823	2,975	2,777
Tillsonburg.....	88	1,441	26	181	320	106
Timmins.....	87	34	54	1,467	1,677	1,473
Toronto.....	3,414	2,735	2,287	26,398	31,571	38,435
Trenton.....	298	284	65	447	546	538
Walkerton.....	66	62	42	402	638	567
Wallaceburg.....	7	6	18	434	687	291
Welland.....	149	89	90	1,550	1,667	1,426
Weston.....	548	279	254	2,740	3,035	3,239
Windsor.....	316	280	218	7,561	10,342	8,361
Woodstock.....	37	27	44	612	679	810
<b>Manitoba.....</b>	<b>1,974</b>	<b>1,937</b>	<b>2,626</b>	<b>12,865</b>	<b>14,472</b>	<b>10,785</b>
Brandon.....	117	96	283	760	1,039	777
Dauphin.....	19	25	43	463	545	399



# TABLE D-4—UNFILLED VACANCIES AND REGISTRATIONS

A—AS AT JULY 31, 1961

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Office	Unfilled Vacancies <sup>(2)</sup>			Registrations		
	(1) July 31, 1961	Previous Month June 30, 1961	Previous Year July 28, 1960	(1) July 31, 1961	Previous Month June 30, 1961	Previous Year July 28, 1960
<b>Manitoba—Cont'd.</b>						
Flin Flon.....	17	37	44	130	140	140
Portage la Prairie.....	55	25	94	451	514	398
The Pas.....	76	53	139	166	203	143
Winnipeg.....	1,668	2,062	2,048	12,141	12,873	9,529
<b>Saskatchewan.....</b>	<b>639</b>	<b>1,432</b>	<b>939</b>	<b>9,275</b>	<b>10,029</b>	<b>7,191</b>
Estevan.....	22	35	35	280	280	161
Lloydminster.....	63	70	40	196	219	157
Moose Jaw.....	43	72	99	690	825	693
North Battleford.....	40	31	28	389	448	383
Prince Albert.....	97	67	114	1,085	1,124	847
Regina.....	126	796	222	2,363	2,430	1,863
Saskatoon.....	158	218	222	2,708	2,885	1,940
Swift Current.....	26	54	55	299	262	187
Weyburn.....	18	9	52	214	194	153
Yorkton.....	46	80	72	1,051	1,362	807
<b>Alberta.....</b>	<b>3,244</b>	<b>4,184</b>	<b>3,062</b>	<b>17,856</b>	<b>20,374</b>	<b>16,988</b>
Blairmore.....	25	23	32	244	276	219
Calgary.....	1,028	1,320	888	6,325	6,649	5,758
Drumheller.....	29	32	51	321	378	321
Edmonton.....	1,671	2,206	1,621	7,581	9,057	7,745
Edson.....	49	56	53	243	399	247
Grande Prairie.....	86	142	34	558	661	543
Lethbridge.....	44	104	159	1,013	1,226	830
Medicine Hat.....	92	107	134	792	913	640
Red Deer.....	220	194	90	779	815	635
<b>British Columbia.....</b>	<b>2,405</b>	<b>3,062</b>	<b>2,207</b>	<b>44,917</b>	<b>50,037</b>	<b>45,241</b>
Chilliwack.....	122	157	27	1,215	1,510	1,035
Courtenay.....	22	25	43	1,053	856	1,154
Cranbrook.....	49	35	65	438	598	413
Dawson Creek.....	25	21	15	870	897	489
Duncan.....	35	38	30	1,119	1,025	1,320
Kamloops.....	85	35	7	1,084	999	559
Kelowna.....	18	25	65	519	593	544
Kitimat.....	10	9	38	1,005	1,111	233
Mission City.....	162	621	161	719	953	914
Nanaimo.....	30	16	27	1,406	1,325	1,373
Nelson.....	47	30	166	504	708	516
New Westminster.....	222	275	196	6,530	6,867	6,489
Penticton.....	10	22	17	694	736	652
Port Alberni.....	22	65	18	819	602	723
Prince George.....	538	661	74	1,014	1,533	1,336
Prince Rupert.....	47	43	14	629	841	633
Princeton.....	9	11	26	222	278	138
Quesnel.....	42	30	19	701	943	648
Trail.....	58	47	60	531	777	289
Vancouver.....	1,026	1,132	892	19,449	21,624	20,945
Vernon.....	46	52	40	760	1,083	612
Victoria.....	177	243	142	3,296	3,746	3,944
Whitehorse.....	53	65	65	340	430	282
<b>Canada.....</b>	<b>30,612</b>	<b>31,548</b>	<b>27,267</b>	<b>364,009</b>	<b>393,731</b>	<b>370,644</b>
Males.....	15,880	15,103	14,673	246,016	268,284	242,582
Females.....	14,732	16,445	12,594	117,993	125,447	128,062

<sup>(1)</sup> Preliminary subject to revision.

<sup>(2)</sup> Current vacancies only. Deferred vacancies are excluded.

# TABLE D-5—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES, 1956-1961

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1956.....	1,046,979	748,464	298,515	68,522	252,783	379,085	210,189	136,400
1957.....	877,704	586,780	290,924	59,412	215,335	309,077	185,962	107,913
1958.....	840,129	548,663	291,466	56,385	198,386	287,112	181,772	116,474
1959.....	986,073	661,872	324,201	70,352	239,431	336,527	211,951	127,812
1960.....	958,300	641,872	316,428	86,848	252,019	302,048	198,474	118,911
1960 (7 months).....	520,209	350,026	170,183	45,311	137,264	164,098	111,468	62,068
1961 (7 months).....	580,582	389,096	191,486	48,332	155,452	185,388	121,080	70,330
1960 (8 months).....	624,329	413,415	210,914	52,002	158,599	196,908	130,909	85,911
1961 (8 months).....	703,004	465,991	237,013	56,209	181,683	228,037	139,248	97,827

# TABLE D-4—UNFILLED VACANCIES AND REGISTRATIONS

B—AS AT AUGUST 31, 1961

(Source: National Employment Service, Unemployment Insurance Commission)

Office	Unfilled Vacancies <sup>(1)</sup>			Registrations		
	(1) August 31, 1961	Previous Month July 31, 1961	Previous Year Sept. 1, 1960	(1) August 31, 1961	Previous Month July 31, 1961	Previous Year Sept. 1, 1960
<b>Manitoba—Cont'd.</b>						
Flin Flon.....	23	17	21	152	130	130
Portage la Prairie.....	33	55	67	422	451	327
The Pas.....	65	76	76	206	168	112
Winnipeg.....	1,717	1,668	2,136	10,862	12,141	9,040
<b>Saskatchewan</b> .....	<b>764</b>	<b>639</b>	<b>1,028</b>	<b>8,628</b>	<b>9,275</b>	<b>6,440</b>
Estevan.....	32	22	46	298	280	137
Lloydminster.....	47	63	31	154	196	152
Moose Jaw.....	84	43	94	675	690	584
North Battleford.....	57	40	54	346	389	481
Prince Albert.....	65	97	95	709	1,085	700
Regina.....	139	126	258	2,180	2,363	1,776
Saskatoon.....	225	158	269	2,623	2,708	1,653
Swift Current.....	22	26	59	305	299	180
Weyburn.....	22	18	34	180	214	108
Yorkton.....	71	46	88	1,158	1,051	669
<b>Alberta</b> .....	<b>3,319</b>	<b>3,244</b>	<b>2,644</b>	<b>14,555</b>	<b>17,856</b>	<b>15,789</b>
Blairmore.....	16	25	47	168	244	168
Calgary.....	883	1,028	744	5,091	6,325	5,631
Drumheller.....	19	29	20	268	321	202
Edmonton.....	1,869	1,671	1,278	6,183	7,581	7,227
Edson.....	34	49	36	213	243	258
Grande Prairie.....	102	86	65	452	558	447
Lethbridge.....	72	44	210	822	1,013	820
Medicine Hat.....	112	92	124	755	792	519
Red Deer.....	212	220	120	603	779	508
<b>British Columbia</b> .....	<b>2,698</b>	<b>2,405</b>	<b>2,955</b>	<b>42,271</b>	<b>44,917</b>	<b>44,463</b>
Chilliwack.....	55	122	34	1,259	1,215	974
Courtenay.....	27	22	26	1,325	1,053	912
Cranbrook.....	50	49	37	369	438	567
Dawson Creek.....	59	25	16	554	870	439
Duncan.....	32	35	47	1,218	1,119	797
Kamloops.....	37	85	9	617	1,084	594
Kelowna.....	29	18	35	526	519	565
Kitimat.....	223	10	44	1,164	1,005	230
Mission City.....	56	162	28	710	719	770
Nanaimo.....	19	30	22	1,514	1,406	901
Nelson.....	50	47	133	407	504	416
New Westminster.....	263	222	175	6,119	6,530	6,566
Penticton.....	51	10	32	561	694	611
Port Alberni.....	110	22	22	959	819	631
Prince George.....	82	88	59	781	1,014	1,393
Prince Rupert.....	85	47	21	530	629	544
Princeton.....	12	9	7	224	222	192
Quesnel.....	42	42	20	471	701	595
Trail.....	58	58	72	483	531	344
Vancouver.....	1,039	1,026	974	18,435	19,449	21,592
Vernon.....	70	46	26	596	760	860
Victoria.....	183	177	146	3,157	3,296	3,867
Whitehorse.....	61	53	70	292	340	303
<b>Canada</b> .....	<b>32,813</b>	<b>30,612</b>	<b>28,175</b>	<b>320,940</b>	<b>364,009</b>	<b>354,013</b>
Males.....	14,963	15,880	13,748	210,245	246,016	236,969
Females.....	17,850	14,732	14,427	104,695	117,993	117,044

(1) Preliminary subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

## E—Unemployment Insurance

**TABLE E-1—BENEFICIARIES AND BENEFIT PAYMENTS BY PROVINCE, JULY 1961**

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Number of Beneficiaries Per Week (in thousands)	Weeks Paid	Amount of Benefit Paid \$
Newfoundland.....	3.9	16,393	376,593
Prince Edward Island.....	0.6	2,680	53,573
Nova Scotia.....	8.7	36,530	809,639
New Brunswick.....	6.7	28,346	622,986
Quebec.....	58.9	247,516	5,629,835
Ontario.....	71.0	298,061	6,959,640
Manitoba.....	7.3	30,857	684,281
Saskatchewan.....	3.8	15,893	375,340
Alberta.....	8.6	36,282	847,219
British Columbia.....	21.3	89,522	2,191,489
Total, Canada, July 1961.....	191.0	820,080	18,550,593
Total, Canada, June 1961.....	249.6	1,098,256	25,890,434
Total, Canada, July 1960.....	225.9	903,575	19,702,607

**TABLE E-2—CLAIMANTS CURRENTLY REPORTING TO LOCAL OFFICES BY NUMBER OF WEEKS ON CLAIM, PROVINCE AND SEX, AND PERCENTAGE POSTAL, JULY 31, 1961**

(Counted on last working day of the month)

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Total Claimants	Number of weeks on claim							Percentage Postal	July 29, 1960 Total claimants
		2 or Less	3-4	5-8	9-12	13-16	17-20	Over 20		
Canada.....	255,278	82,778	26,699	35,789	25,375	21,758	14,024	48,855	26.2	294,137
Male.....	167,546	59,695	17,529	22,495	15,564	13,839	8,720	29,704	27.8	191,686
Female.....	87,732	23,083	9,170	13,294	9,811	7,919	5,304	19,151	23.1	102,451
Newfoundland.....	5,487	1,525	408	568	505	543	367	1,571	63.5	5,466
Male.....	4,562	1,317	336	449	412	458	300	1,290	65.4	4,353
Female.....	925	208	72	119	93	85	67	281	54.1	1,113
Prince Edward Island.....	815	199	83	124	110	72	46	181	60.6	857
Male.....	500	138	56	74	71	42	24	95	66.8	561
Female.....	315	61	27	50	39	30	22	86	50.8	296
Nova Scotia.....	10,571	2,537	1,278	1,361	995	1,221	628	2,551	36.6	10,389
Male.....	8,056	2,009	1,005	1,021	734	968	464	1,855	36.6	7,707
Female.....	2,515	528	273	340	261	253	164	696	36.3	2,682
New Brunswick.....	8,146	1,872	732	1,104	869	1,229	480	1,860	48.7	9,185
Male.....	5,752	1,423	504	711	598	1,011	319	1,186	50.5	6,489
Female.....	2,394	449	228	393	271	218	161	674	44.4	2,696
Quebec.....	78,172	24,332	8,060	11,775	8,268	6,691	4,555	14,491	26.3	91,476
Male.....	50,384	16,453	5,161	7,339	5,136	4,274	2,968	9,053	27.9	58,723
Female.....	27,788	7,879	2,899	4,436	3,132	2,417	1,587	5,438	23.5	32,753
Ontario.....	96,693	35,813	10,333	12,578	8,761	7,204	4,624	17,375	19.8	117,429
Male.....	62,323	26,379	6,685	7,447	5,084	4,112	2,652	9,964	20.0	75,264
Female.....	34,370	9,434	3,653	5,131	3,677	3,092	1,972	7,411	19.5	42,165
Manitoba.....	9,777	2,427	976	1,442	1,327	1,088	724	1,793	20.0	8,389
Male.....	6,144	1,606	603	891	776	681	439	1,148	22.6	4,696
Female.....	3,633	821	373	551	551	407	285	645	15.5	3,693
Saskatchewan.....	5,278	1,303	560	722	628	513	321	1,231	41.0	4,811
Male.....	2,961	775	345	375	338	308	187	633	45.5	2,606
Female.....	2,317	528	215	347	290	205	134	598	35.3	2,205
Alberta.....	11,257	3,209	1,012	1,568	1,324	1,139	748	2,257	30.3	12,060
Male.....	7,018	2,198	593	939	801	729	429	1,329	34.6	7,676
Female.....	4,239	1,011	419	629	523	410	319	928	23.3	4,384
British Columbia.....	29,082	9,561	3,252	4,547	2,588	2,058	1,531	5,545	26.4	34,075
Male.....	19,846	7,397	2,241	3,249	1,614	1,256	938	3,151	28.3	23,611
Female.....	9,236	2,164	1,011	1,298	974	802	593	2,394	22.4	10,464



**TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE, JULY 1961**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	1,982	1,104	878	1,605	984	621	814
Prince Edward Island.....	298	201	97	291	201	90	76
Nova Scotia.....	6,659	3,181	3,478	6,950	5,965	985	936
New Brunswick.....	3,001	1,795	1,206	2,844	2,081	763	781
Quebec.....	35,141	20,641	14,500	34,380	25,553	8,827	10,130
Ontario.....	54,639	31,227	23,412	49,973	39,840	10,133	15,796
Manitoba.....	3,405	2,108	1,297	3,434	2,559	875	647
Saskatchewan.....	2,082	1,305	777	1,957	1,322	635	563
Alberta.....	4,934	2,870	2,064	4,680	3,293	1,387	1,414
British Columbia.....	14,015	7,516	6,499	13,939	10,356	3,583	3,567
Total, Canada, July 1961.....	126,156	71,948	54,208	120,053	92,154	27,899	34,734
Total, Canada, June 1961.....	112,845	67,970	44,875	118,433	84,615	33,818	28,621
Total, Canada, July 1960.....	140,435	76,506	63,929	137,448	109,476	27,972	37,011

\*In addition, revised claims received numbered 30,021.

†In addition, 29,028 revised claims were disposed of. Of these, 3,275 were special requests not granted and 1,036 were appeals by claimants. There were 9,207 revised claims pending at the end of the month.

**TABLE E-4—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

End of:	Total	Employed	Claimants
1961—June.....	3,917,000	3,650,100	266,900
May.....	3,891,000	3,550,000	341,000
April.....	4,126,000	3,412,900	713,100
March.....	4,210,000	3,372,000	838,000
February.....	4,247,000	3,374,200	872,800
January.....	4,240,000	3,393,100	846,900
1960—December.....	4,251,000	3,496,900	754,100
November.....	4,110,000	3,624,800	485,200
October.....	4,002,000	3,671,800	330,200
September.....	3,998,000	3,718,500	279,500
August.....	4,003,000	3,722,800	280,200
July.....	3,985,000	3,690,900	294,100
June.....	4,014,000	3,717,600	296,400

## F—Prices

**TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX**

1957 Weighted

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

—	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
1957—Year.....	122.6	118.6	127.3	108.2	133.2	139.9	134.2	109.1
1958—Year.....	125.7	122.0	120.3	109.5	136.6	146.6	142.0	110.1
1959—Year.....	127.2	122.2	131.5	109.7	140.5	151.0	144.4	113.8
1960—Year.....	128.4	122.6	132.9	111.0	141.1	154.8	145.6	115.8
1960—September.....	128.2	122.5	133.2	110.7	138.8	154.9	145.1	115.8
October.....	128.7	123.5	133.3	111.3	138.7	155.7	145.8	115.8
November.....	129.1	123.5	133.3	112.4	141.9	154.7	146.6	115.8
December.....	129.3	124.2	133.3	112.4	141.8	154.9	146.6	115.8
1961—January.....	129.2	124.4	133.2	111.6	141.1	155.0	146.3	115.8
February.....	128.9	124.0	133.1	111.5	141.1	154.6	146.7	115.7
March.....	129.1	124.0	133.2	111.8	141.0	154.4	146.6	115.7
April.....	129.1	123.9	133.2	111.9	141.0	155.3	145.5	115.8
May.....	129.0	123.2	132.9	112.4	141.8	155.3	146.0	115.8
June.....	129.0	123.5	132.9	112.5	141.2	155.0	145.8	115.8
July.....	129.0	124.9	132.9	112.2	138.7	155.1	145.0	115.8
August.....	129.1	125.3	132.9	112.1	139.0	154.6	145.4	116.1
September.....	129.1	123.2	133.5	113.1	140.0	155.0	146.7	117.3

**TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF AUGUST 1961**

(1949 = 100)

	Total			Food	Shelter	Clothing	Household Operation	Other Commodities and Services
	August 1960	July 1961	August 1961					
(1) St. John's, Nfld.....	116.1	116.9	117.9	115.1	113.7	110.4	112.0	132.9
Halifax.....	126.7	127.8	128.7	119.2	136.5	122.7	130.8	140.3
Saint John.....	129.0	129.7	131.2	126.2	141.1	121.0	124.7	144.2
Montreal.....	127.5	128.5	128.8	126.9	146.7	107.8	118.3	140.0
Ottawa.....	128.3	129.1	129.8	124.1	149.5	114.3	121.1	140.2
Toronto.....	130.3	130.5	130.9	123.2	152.5	114.4	123.8	139.9
Winnipeg.....	125.8	126.9	127.3	123.6	136.2	116.7	120.2	137.2
Saskatoon—Regina.....	124.8	125.2	126.0	122.9	124.5	124.1	126.2	131.3
Edmonton—Calgary.....	124.3	124.4	125.0	119.0	125.1	120.5	127.9	133.4
Vancouver.....	128.3	128.2	128.5	121.3	137.1	115.1	133.0	137.6

N.B. Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

(1) St. John's index on the base June 1951 = 100.

## G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts involving six or more workers and lasting at least one working day, and strikes and lockouts lasting less than one day or involving fewer than six workers but exceeding a total of nine man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the unions directly involved in the disputes leading to work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series see page 422, April issue.

**TABLE G-1—STRIKES AND LOCKOUTS, 1956-1961**

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1956.....	221	229	88,680	1,246,000	0.11
1957.....	242	249	91,409	1,634,880	0.14
1958.....	253	262	112,397	2,872,340	0.24
1959.....	203	218	100,127	2,286,900	0.19
*1960.....	272	278	48,812	747,120	0.06
*1960: August.....	32	43	10,856	127,560	0.11
September.....	33	57	13,072	115,280	0.10
October.....	34	59	9,242	92,640	0.09
November.....	28	61	5,889	52,520	0.05
December.....	12	29	1,891	30,160	0.03
*1961: January.....	6	21	2,346	28,140	0.03
February.....	8	18	1,601	20,320	0.02
March.....	21	34	4,426	41,160	0.04
April.....	18	30	6,265	59,240	0.06
May.....	33	50	12,001	107,480	0.10
June.....	21	38	12,323	128,020	0.12
July.....	28	41	8,826	94,560	0.09
August.....	32	47	8,067	64,570	0.06

\*Preliminary.

**TABLE G-2—STRIKES AND LOCKOUTS, AUGUST 1961, BY INDUSTRY**

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Logging.....	1	100	1,700
Fishing.....			
Mining.....	15	2,818	15,800
Manufacturing.....	12	1,156	4,260
Construction.....	8	2,896	21,040
Transportation, etc.....			
Public utilities.....	9	344	4,560
Trade.....	2	753	17,210
Service.....			
All industries.....	47	8,067	64,570

**TABLE G-3—STRIKES AND LOCKOUTS, AUGUST 1961, BY JURISDICTION**

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....	1	140	280
Prince Edward Island.....			
Nova Scotia.....	1	27	90
New Brunswick.....			
Quebec.....	14	2,550	16,030
Ontario.....	14	1,271	19,950
Manitoba.....			
Saskatchewan.....	4	183	2,610
Alberta.....	2	1,240	7,950
British Columbia.....	7	455	4,290
Federal.....	4	2,201	13,370
All jurisdictions.....	47	8,067	64,570



**TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS,  
AUGUST 1961**

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			August	Accu- mulated		
LOGGING Canadian International Paper, Clova, Abitibi East, Que.	Unorganized	100	1,700	1,700	Aug. 3 Aug. 23	Application of provincial ordinance~Camp closed.
MANUFACTURING <i>Food and Beverages</i> Jos. Vaillancourt, Quebec, Que.	CNTU-chartered local	150	600	600	Aug. 22 Aug. 28	Acceptance of conciliation board report~Report ac- cepted.
<i>Wood Products</i> Canadian International Plywoods, Gatineau, Que.	Pulp and Paper Mill Work- ers Loc. 143 (AFL-CIO/ CLC)	235	4,700	4,700	Aug. 3 .....	Wages~
Nicola Valley Sawmills, Merritt, B.C.	Woodworkers Loc. 1-417 (AFL-CIO/CLC)	170	170	170	Aug. 15 Aug. 16	Disciplinary dismissal of one worker~Agreement reached, return of workers.
J. W. Kilgour & Bro., Beauharnois, Que.	CNTU-chartered local	166	420	420	Aug. 23 Aug. 28	Wages~2¢ an hour retro- active to Sep. 1, 1960, with a maximum of \$50.3¢ an hr. Nov. 1, 1962.
Nfld. Hardwoods, Topsail, Nfld.	Carpenters Loc. 1291 (AFL-CIO/CLC)	140	280	280	Aug. 29 .....	Wages~
<i>Transportation Equipment</i> Canadian Car Co. Ville St. Pierre, Que.	Railway Carmen Loc. 322 (AFL-CIO/CLC)	1,200	2,400	2,400	Aug. 10 Aug. 14	Wages~7¢ an hr. increase.
<i>Non-Metallic Mineral Products</i> Atlas Asbestos Co., Montreal, Que.	Oil Workers (AFL-CIO/ CLC)	240	3,840	3,840	Aug. 10 .....	Wages~
Canadian Potteries, St. Jean, Que.	Potters Loc. 78 (AFL- CIO/CLC)	224	560	560	Aug. 23 Aug. 25	Jurisdictional dispute be- tween unions for right to bargain~Return of work- ers pending representation vote.
CONSTRUCTION Canadian Betchel, Waterton, Alta.	Labourers Loc. 627 (AFL- CIO/CLC)	795	1,590	1,590	Aug. 8 Aug. 10	Lay-off of two men~ Return of workers.
TRANSPORTATION ETC. <i>Transportation</i> Three stevedoring firms, Toronto, Ont.	I.L.A. Loc. 1842 (AFL- CIO/CLC)	585	9,190	17,970	July 10 Aug. 19	Wages~Wage increase of 21¢ an hr. over two years.
City of Calgary Transit System, Calgary, Alta.	Street Railway Employees Loc. 583 (AFL-CIO/CLC)	445	6,360	13,080	July 11 Aug. 21	Wages~9¢ an hr. increase in 1962; improved fringe benefits.
Five stevedoring firms, Hamilton, Ont.	I.L.A. Loc. 1654 (AFL- CIO/CLC)	196	2,380	5,040	July 12 Aug. 18	Wages~Wage increase of 29¢ an hr. over two years.
Trans-Canada Air Lines, Dorval, Que.	Machinists Loc. 714 (AFL- CIO/CLC)	1,400	1,400	1,400	Aug. 17 Aug. 18	Change in shift schedule~ Return of workers pending further negotiations.
Inter-City Truck Lines, Dixie, Ont.	Teamsters Loc. 938 (Ind.)	200	200	200	Aug. 29 Aug. 29	Extension of piggyback service~Return of work- ers.
SERVICE <i>Personal Service</i> Royal York Hotel, Toronto, Ont.	Hotel Employees Loc. 299 (AFL-CIO/CLC)	750	17,160	87,700	Apr. 24 .....	Wages~

## H—Industrial Accidents

**TABLE H-1—INDUSTRIAL FATALITIES IN CANADA DURING THE SECOND QUARTER OF 1961 BY GROUPS OF INDUSTRIES AND CAUSES**

Causes	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Public Utilities	Transportation, Storage and Communications	Trade	Finance	Service	Unclassified	Total
Striking Against or Stepping on Objects.....													
Struck by:													
(a) Tools, Machinery, Cranes, etc.....					2	2		1			1		6
(b) Moving Vehicles.....					1	1			1				3
(c) Other Objects.....	13	6		2	4	9		2			2		28
Caught In, On or Between Machinery, Vehicles, etc.....	2	3		2	5	1		2					17
Collisions, Derailments, Wrecks, etc.....	2	2			1	8		17	1				28
Falls and Slips:													
(a) On Same Level.....					1	2							3
(b) To Different Levels.....	2	3	6	2	4	11	1	7	4	1	5		46
Conflagrations, Temperature Extremes, Explosions.....			1	3	2	3	1		2		1		13
Inhalation Absorptions, Asphyxiation and Industrial Diseases.....					14	5					1		20
Electric Current.....	1					6	7	1					16
Over-exertion.....						1		3	1		1		6
Miscellaneous Accidents.....	1												1
Total, Second Quarter—1961.....	21	14	7	36	25	44	9	36	9	1	14		216
Total, Second Quarter—1960.....	23	47	4	42	33	49	12	32	13	1	17		273

**TABLE H-2—INDUSTRIAL FATALITIES BY PROVINCE AND GROUPS OF INDUSTRIES DURING THE SECOND QUARTER OF 1961**

Industry	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	N.W.T.	Total
Agriculture.....					3	9	1		6	2		21
Logging.....			1		2	1				10		14
Fishing and Trapping.....				1			1					7
Mining and Quarrying.....	2		2		4	16			3	4	5	36
Manufacturing.....			1		1	16	1		3	1		25
Construction.....	2			2	7	14	3	1	14	1		44
Public Utilities.....			1		2	4		1	1			9
Transportation, Storage and Communications.....				1	3	19	2	2	1	8		36
Trade.....						4	1		2	2		9
Finance.....						1						1
Service.....	1		1		5	2	2	1		2		14
Unclassified.....												
Total.....	5		11	5	28	86	11	5	30	30	5	216*

\*Of this total 153 fatalities were reported by the various Workmen's Compensation Boards and the Board of Transport Commissioners; details of the remaining 63 were obtained from other non-official sources.

## Department of Labour Library

(Continued from page 1087)

The Royal Commission was set up "to enquire into and make recommendations concerning the position of and prospects for Canadian magazines and periodicals." The Commission made recommendations on advertising and circulation.

55. HAIG-BROWN, RODERICK. *The Living Land; an Account of the Natural Resources of British Columbia*. Produced by the British Columbia Natural Resources Conference. Toronto, Macmillan, 1961. Pp. 269.

56. INTERNATIONAL LABOUR OFFICE. *Information and Reports on the Application of Conventions and Recommendations*. Third item on the Agenda. Geneva, 1961. 4 parts.

At head of title: Report 3. Part 1-4. International Labour Conference. 45th Session, Geneva, 1961.

Contents: 1. Summary of Reports on Ratified Conventions (Articles 22 and 35 of the Constitution). 2. Summary of Reports on Unratified Conventions and on Recommendations (Article 19 of the Constitution). 3. Summary of Information relating to the Submission to the Competent Authorities of Conventions and Recommendations adopted by the International Labour Conference (Article 19 of the Constitution). 4. Report of the Committee of Experts on the Application of Conventions and Recommendations (Article 19, 22 and 35 of the Constitution).

57. UNITED NATIONS. ECONOMIC COMMISSION FOR ASIA AND THE FAR EAST. *Economic Survey of Asia and the Far East, 1960*. Bangkok, 1961. Pp. 171.

Contents: Part 1. The ECAFE Region in 1960. Part 2. Public Finance in the Postwar Period.

58. U.S. WOMEN'S BUREAU. *Job Futures for Girls in Biology*. Washington, GPO, 1961. Pp. 7.

## UAW Agreements

(Continued from page 1041)

Future increases in cost of these benefits will be shared, 75 per cent being borne by the company and 25 per cent by the employees.

—Increase in disability and early retirement benefits from about \$5 to \$5.60 a month for each year of credited service, to be paid until the recipient becomes eligible for social security.

—A third week of paid vacation after 15 years of service, instead of after 20 years, as before.

—Moving allowance to a maximum of \$580 for workers transferred from one plant to another.

To meet the increased demands upon the SUB trust fund, which since 1955 it has had little difficulty in maintaining at the 100-per-cent level in spite of continued lay-offs, General Motors will now have to make payments into the fund at least until the end of November 1962, and at any time after that if the fund drops below the 85-per-cent level.

### American Motors Agreement

The agreement with American Motors Corporation, reached August 26, was the first of the 1961 agreements in the industry. The feature of this contract was that it provided for the establishment of a profit-sharing plan.

Under the profit-sharing plan, 10 per cent of all profits (before taxes and after a 10-per-cent deduction of the stockholders' equity) would go to the employees. An additional 5 per cent, calculated in the same way, would go to the employees in the form of American Motors stock.

The agreement provides also for wage increases, increased supplementary unemployment insurance benefits, short work week benefits, increases in monthly retirement benefit rates, and movement allowances similar to those contained in the General Motors agreement.

In addition, the AMC agreement provides for:

—Payment of half the cost of hospital and medical plans.

—An increase in life insurance from \$5,000 to \$9,000 and an increase in benefits for accidents from \$45.50 to \$100.

Continuation of the cost-of-living formula, with 7 cents an hour annual ceiling.

The union on its side agreed in principle to changes in work rules and revision of seniority clauses.

### Ford Motor Agreement

Two weeks after agreement had been reached with General Motors, the United Automobile Workers agreed with the Ford Motor Co. on an economic "package" closely similar to that contained in the General Motors agreement, although spokesmen for both company and union agreed that, from the union's point of view, it represented some improvement over the latter.

This, however, did not prevent the first strike at Ford in 20 years\*. Agreement on the economic issues was reached so close to the strike deadline that time was not available for working out non-economic problems.

\*In mid-October the union ordered an end to the strike at all but two of the company's 85 plants.



VOCATIONAL TRAINING OF THE DISABLED  
(Legislation Dealing with Training (p. 1096))



CANADA

THE

# LABOUR GAZETTE

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Wage Rates and Selected Working Conditions in Eight Construction Trades (1959) (English or French).

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Canadian Labour Papers on Microfilm Available in Department of Labour Library (English).

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*(Continued on page three of cover)*



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George V. Haythorne, Deputy Minister

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# Job Injuries in the Civil Service

In fiscal year ended March 31, Government Employees Compensation Branch processed 17,931 claims from on-the-job accidents. Total includes 3,249 claims arising from accidents in earlier years

Claims under the Government Employees Compensation Act on which action was completed during the fiscal year ended March 31, 1961 totalled 17,931. This total included 3,249 claims arising from injuries suffered prior to 1960-61. Action was not completed on 3,700 claims, and these were carried over into 1961-62.

Of the completed claims, 2,690 resulted in the payment of compensation at the rates set out in Provincial Workmen's Compensation Acts (under the Government Employees Compensation Act, the scale of benefits is that of the compensation act of the province in which the civil servant resides).

There were 3,099 claimants awarded full pay while absent from work because of injury, as authorized by the Civil Service Regulations, 9,091 medical-aid-only claims, and 86 claimants who were awarded permanent disability benefits. The total also included 2,373 first-aid cases in which no direct cost was involved since first aid may be rendered by government doctors and nurses as well as those trained in first aid work. Also, there were 20 fatalities in the year. Number of claims rejected as not qualifying under the Act was 572.

During the year, \$1,199,377 was paid on claims on which action was completed during the 1960-61 fiscal year. A further \$817,915 was paid on earlier claims. Of this total of \$2,017,292, the sum of \$647,879 was paid in full salaries, compared with \$589,781 that was paid in compensation.

Lost time in the year totalled 298,142 days; this figure includes 102,000 days charged for fatalities and 88,324 days for permanent disabilities. The formula of the American Standards Association, used here, fixes 6,000 as the number of days lost in both fatal and permanent disability cases, even though those with permanent disabilities may return to work.

Leading causes of injuries (see top chart, facing page) were: struck by objects, 4,790; falls and slips on the level, 4,158; over-exertion (lifting heavy objects in the wrong way or objects that were too heavy), 1,891; striking against and stepping on objects, 1,696; inhalation, absorption, ingestion and asphyxiation, 1,467; caught in or between objects, 1,091; falls and slips to other levels, 922, bites, stings, etc., 544, burns, 309.

Principal types of injuries (see middle chart, facing page) were: bruises, contusions and abrasions, 6,990; cuts, lacerations and punctures, 3,477; strains, sprains, twistings and wrenchings, 2,743; ear and eye injuries, 1,520; scalds and burns, 511, fractures, 510; crushes, 221.

The listing by part of body injured (see bottom chart, facing page) was headed by wrists, hands and fingers, 4,588; back, spine and shoulder, 2,474; feet, toes and ankles, 2,347; legs, knees, thighs, calf, shins, 2,174; eyes, 1,827; head, face, neck, 1,173; arms and elbows, 1,109.

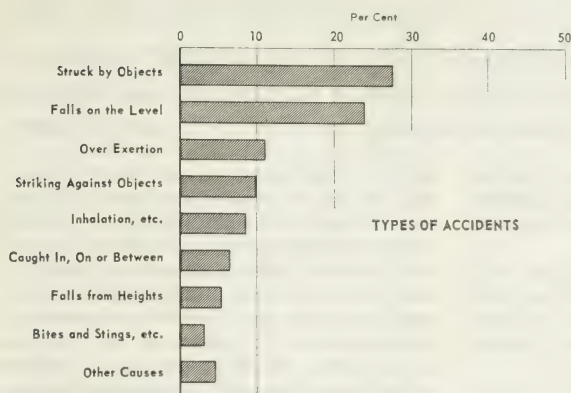
Employees in the age group 31-40 suffered the most accidents, 5,151. Numbers for other age groups were: 41-50 years, 4,208; 21-30 years, 3,709; 51-60 years, 2,469; 61-70 years, 979; and 15-20 years, 836.

There were 11,416 claims filed by persons who had been employed five years or less, 3,676 by persons with 6 to 10 years service, 1,675 by persons with 11 to 15 years.

Males filed 16,280 of the claims, females 1,079.

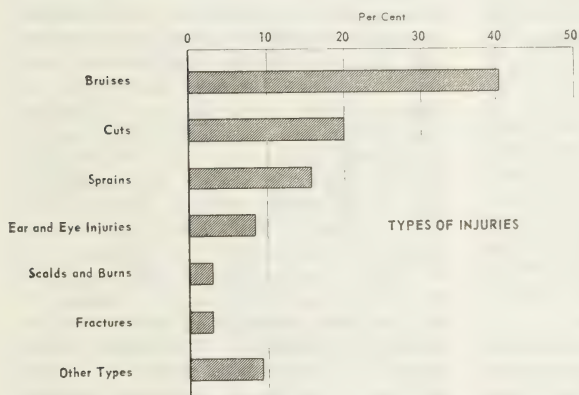
# INJURIES TO FEDERAL GOVERNMENT EMPLOYEES

(April 1, 1960 to March 31, 1961)



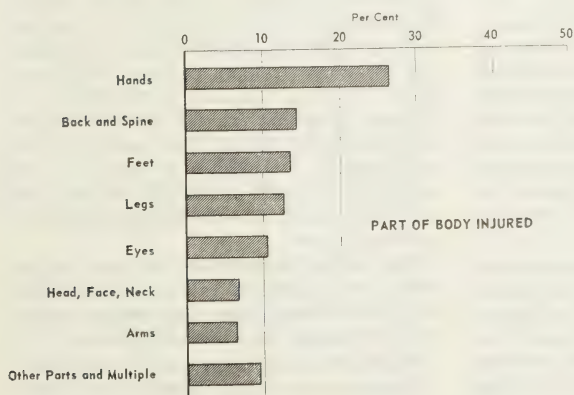
# INJURIES TO FEDERAL GOVERNMENT EMPLOYEES

(April 1, 1960 to March 31, 1961)



# INJURIES TO FEDERAL GOVERNMENT EMPLOYEES

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# Legislation Dealing with Training and Education Enacted in 1961

Legislation to promote training of more skilled workers enacted in a number of jurisdictions at 1960-61 sessions. Parliament passes two new laws designed to improve training facilities. School-leaving age raised to 15 years in Quebec

During the 1960-61 sessions, both Parliament and a number of provincial Legislatures enacted legislation to promote the training of more skilled workers.

Parliament passed two new laws designed to improve training facilities, the Technical and Vocational Training Assistance Act and the Vocational Rehabilitation of Disabled Persons Act.

Manitoba enacted a Tradesmen's Qualifications Act providing for voluntary certification of tradesmen, New Brunswick passed a Youth Assistance Act, and Quebec adopted legislation raising the school-leaving age and providing for free education to Grade 11. An Act to institute schooling allowances also was enacted in Quebec.

## Federal Legislation

The federal Technical and Vocational Training Assistance Act, which went into force on December 20, the date of Royal Assent, replaced a 1942 statute, the Vocational Training Co-ordination Act, which had authorized the federal Government to share in the costs incurred by the provinces in providing approved vocational training programs.

In introducing the Bill, the Minister of Labour said: "This resolution introduces legislation to stimulate technical and vocational training and broaden its scope throughout Canada. It is designed to undergird the Government's program to increase employment and foster national development."

The Technical and Vocational Training Assistance Act authorizes the Minister of Labour, with the approval of the Governor in Council, to enter into an agreement with any province for a six-year period to provide financial assistance for the costs incurred by the province in providing technical or vocational programs for youths or adults who require this service in order to work at their full potential.

The term "technical and vocational training" is defined in the Act as any form of instruction designed to prepare a person for gainful employment in any primary or secondary industry or in any service occupation or for the purpose of increasing his

skill or proficiency therein. More specifically, the term includes instruction to prepare persons for employment in any of the following industries or occupations: agriculture, forestry, mining, commerce, construction, manufacturing, transportation, communications or any primary or secondary industry or service occupation requiring an understanding of the principles of science or technology except where such instruction is designed for university credit.

As under the Vocational Training Co-ordination Act, the federal government will share in the costs of providing training programs for unemployed persons, students being trained in technical or vocational courses in secondary schools, apprentices, supervisors in industry and disabled persons. In addition, the new Act provides for federal contributions to the costs of training three groups not specifically mentioned in the former Act, namely, (1) persons who require training in science and technology such as is given in technical schools at the post-secondary school level in order to qualify as technicians; (2) persons over the regular school-leaving age who have left school and who require training to improve their occupational skills and employment opportunities; (3) teachers, supervisors or administrators who are to carry out the technical or vocational training programs. Under the previous legislation, the federal Government contributed to the cost of training such persons but the federal share was subject to a quota allotment.

The new legislation authorizes the federal Government to pay up to 75 per cent of the operating costs of providing a technical and vocational training program for unemployed persons. Federal contributions to training programs carried on in regular secondary schools will be based on the percentage of population in the 15 to 19 age-group but may not exceed 50 per cent of the provincial Government's expenditure for this purpose.

The federal Government will pay 50 per cent of the costs of training persons over the school-leaving age, apprentices, supervisors in industry and disabled persons.

It will also pay 50 per cent of the provincial costs of training technical and voca-



tional teachers, supervisors and administrative personnel and of providing post-high school technical training for persons wishing to qualify as technicians. The new Act specifically states that, with respect to these two groups, shareable costs include the cost of providing living allowances to persons taking approved courses.

As well as increasing federal contributions to operating costs, the new Act expressly provides for a federal sharing of the capital costs of constructing and equipping new training facilities such as technical and vocational schools, technical institutes and trade schools. The federal Government will pay 75 per cent of such costs until March 31, 1963, and 50 per cent after that date. In the case of capital expenditures for training facilities for the unemployed, however, the federal Government's contribution will continue to be 75 per cent of such costs after March 31, 1963.

The Minister is again authorized to undertake technical or vocational training programs for members of the armed forces, veterans, and, upon request, for employees of any federal department or agency. As before, the full cost of such programs may be borne by the federal Government.

The Act also provides for an expanded federal research program, which may include research in connection with trade analysis courses content; training aids, examinations and standards; the changing needs for trained workers; and the relationship between technical and vocational training and the needs of the economy.

The Act also provides for the establishment of a National Technical and Vocational Training Advisory Council to replace the Vocational Training Advisory Council. Instead of 21 members, the new body will be comprised of 23 members, with one person to be designated as chairman. During the debate the Minister said that the membership of the Council would be made up of an equal number of representatives of employers and employees along with representatives of the provincial governments and other bodies or groups interested in vocational training. Members will hold office during pleasure for a period up to three years. The functions of the Council will be to investigate and make recommendations concerning any matter referred to it by the Minister.

The Act requires the Minister to make an annual report to Parliament concerning the work done, moneys expended and obligations contracted.

Provision is also made in the Act for the continuation of projects originally authorized

under the Youth Training Act, 1939, and continued under the Vocational Training Co-ordination Act.

### Second Federal Statute

The second federal statute dealing with training, the Vocational Rehabilitation of Disabled Persons Act, which will be brought into force by proclamation, authorizes the making of agreements with the provinces to provide for the sharing of costs incurred by the provinces in carrying out programs of vocational rehabilitation for disabled persons.

In introducing the Bill, the Minister of Labour said that the passing of this legislation would not commit the federal Government to any new areas of expenditure but would provide statutory authority for a program previously available under an annual vote in the estimates. Placing this authority in statute form would clarify federal and provincial responsibilities in this field, the Minister said, and would also "encourage the provinces to plan ahead in developing more effective vocational rehabilitation services."

The new Act authorizes the Minister of Labour, with the approval of the Governor in Council, to enter into an agreement with any province for a six-year period whereby the federal Government will pay 50 per cent of the costs incurred by the province in undertaking a comprehensive program for the vocational rehabilitation of disabled persons. The agreements will set out how, and by what manner, the various services and processes of restoration, training and employment placement may be made available to the disabled.

The principal services for which costs may be shared are: (1) assessment and counselling services for disabled persons; (2) services and processes of restoration, training and employment placement designed to enable a disabled person to dispense with institutional care or the services of an attendant; (3) utilization of the services of voluntary organizations carrying on activities in this field; (4) training counsellors or administrators to carry out rehabilitation programs; (5) co-ordination of all provincial activities relating to vocational rehabilitation of disabled persons. Additional services may also be included as required in individual cases.

Costs will not be assumed, however, for services available under other programs. The Act specifically states that the federal Government will not share in the costs incurred by the provinces in respect of disabled persons eligible for vocational training under the Veterans Rehabilitation Act or

for benefits under any workmen's compensation law.

The responsibility of co-ordinating federal activities in the field of vocational rehabilitation is placed with the Minister of Labour in co-operation with the Minister of National Health and Welfare and the Ministers or heads of other federal departments or agencies. The Minister is also authorized to undertake research programs, where appropriate, in co-operation with any province.

The Act provides for the establishment of a National Advisory Council on the Rehabilitation of Disabled Persons to replace the National Advisory Committee on the Rehabilitation of Disabled Persons set up in 1952. The new body will comprise 25 members, including 10 provincial representatives (one from each province), 10 members chosen upon the joint recommendation of the Minister of Labour and the Minister of National Health and Welfare, four representatives from the Departments of Labour, National Health and Welfare and Veterans Affairs and from the Unemployment Insurance Commission, and one other person who will be chairman. The duties of the Council will be to give consideration to and advise the Minister on matters relating to the operation of the Act.

Regulations respecting medical services may be issued by the Governor in Council on the joint recommendation of the Minister of Labour and the Minister of National Health and Welfare. As the Minister explained during the debate, this will ensure that medical services are purchased in harmony with the developing pattern of health services. Regulations dealing with other matters may be issued on the recommendation of the Minister of Labour.

## Provincial Legislation

### Manitoba

The Manitoba Tradesmen's Qualifications Act, which will be brought into force by proclamation, provides for voluntary certification of tradesmen, with provision for compulsory certification at some future date, and for the appointment of trade examining boards.

The Act gives the Lieutenant-Governor in Council power to establish a board of examiners in respect of any trade. Each board must be composed of at least three persons, with an equal number of employer and employee representatives and an impartial chairman, who may be a government employee.

Once established, a board of examiners must prescribe the examinations necessary to qualify for a certificate of proficiency in

the trade and must fix the pass mark; review applications to ascertain whether candidates have the required qualifications and experience, and conduct or arrange for competent examiners to conduct examinations.

With the approval of the Lieutenant-Governor in Council, a board of examiners may also issue regulations prescribing the experience and qualifications of applicants for a certificate of proficiency and setting out the terms and conditions under which a certificate of proficiency may be issued or renewed and the circumstances under which it may be suspended or cancelled.

As previously indicated, certification will be voluntary at first. The Minister may, on the recommendation of a trade examining board, issue certificates of proficiency to applicants with the required qualifications and experience who have passed the prescribed examinations. Provision is also made in the Act for issuing certificates of proficiency, with or without examination, to persons who have qualified in other jurisdictions.

Where an applicant for a certificate of proficiency in a trade designated under the Apprenticeship Act fails to pass the prescribed examination, the Provincial Apprenticeship Board, in consultation with the trade advisory committee, may give him an appropriate standing as an apprentice.

In any municipality where it is compulsory to have a municipal licence in order to engage in a trade, a person with a valid certificate of qualification in that trade may not be compelled to take an examination before obtaining a municipal licence.

The Act further provides that, if any legislation other than the Apprenticeship Act and regulations uses the expression "qualified" or "legally qualified" or "duly qualified" or any similar expression in connection with a tradesman or a trade, the term includes a tradesman who holds a valid certificate of proficiency under this Act. However, nothing in this Act exempts any person from any provision of any other Act or regulation or municipal by-law requiring a person to have a licence before engaging in a trade.

The Act makes it an offence for a tradesman who is not licensed under the Act to advertise himself as the holder of a certificate of proficiency. Any person found guilty of such an offence is liable to a fine of up to \$50 or imprisonment for a term of not more than seven days.

As the Minister explained during the debate on the Bill, compulsory certification will be introduced later if deemed in the public interest. The Act empowers the



Lieutenant-Governor in Council to make regulations prohibiting any person from engaging in or employing any person in a trade unless he holds a valid and subsisting certificate of proficiency in that trade or a certificate of qualification, or is an apprentice or a person employed for a probationary period.

#### **New Brunswick**

The New Brunswick Youth Assistance Act gives the Minister of Youth and Welfare authority to make interest-free loans to students wishing to attend university or technical school. He is also empowered to make grants for postgraduate studies and to award scholarships for outstanding athletic accomplishments. Terms and conditions will be prescribed by regulation.

The Lieutenant-Governor in Council is also authorized to make regulations providing for the establishment of youth placement bureaus, guidance and counselling agencies, a youth publication service, a youth information centre and other services.

#### **Quebec**

In Quebec, an amendment to the Education Act entitled "An Act respecting free education and compulsory school attend-

ance" raised the statutory school-leaving age from 14 to 15, effective July 1, 1962. During the debate on the Bill, the Minister of Youth said this was "a first step before raising it to 16." The Act also provided for free text books and abolished the monthly fee previously payable on behalf of children attending school.

Another amendment to the Education Act entitled "An Act to promote the development of secondary education" requires school boards to provide education up to Grade 11 inclusive. The Schooling Allowances Act provides for the payment, from September 1, 1961, of an allowance of \$10 a month, irrespective of need, to the mother of every student 16 to 18 years who is attending school regularly. No allowance will be paid for the months of July and August.

#### **Ontario**

In Ontario, the Schools Administration Act was amended to narrow the exemption for children 14 years of age whose services are required on the farm. Now, if a farm child reaches 14 during the school term, he may not be excused from attending school until the end of the term, whereas previously he could be excused on reaching 14.

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## **Anti-Discrimination Legislation in 1961**

Two provinces enact anti-discrimination legislation in 1961. British Columbia becomes sixth province to enact an accommodation practices act, and Ontario extends its Act to prohibit any discrimination in the rental of apartments

During the 1961 sessions of the provincial legislatures two provinces enacted anti-discrimination legislation. British Columbia passed a Public Accommodation Practices Act, becoming the sixth province to enact this type of law. Ontario extended its Fair Accommodation Practices Act to prohibit discrimination in the rental of apartments and also amended its Anti-Discrimination Commission Act.

#### **British Columbia**

Like the other provincial legislation of this type, the British Columbia Public Accommodation Practices Act prohibits any person from denying accommodation, services or facilities, customarily available to the public, because of race, religion, colour, nationality, ancestry or place of origin.

As a further curb on discrimination, the Act also states that no person may publish or display any discriminatory notices or signs or use other media of communication, including newspapers, radio and television, to express discrimination on any of the above grounds.

During the debate, the Minister of Labour, who introduced the Bill, said that the legislation would give further assurance to minority groups that they are entitled to the same rights as others, stating:

I think we can all agree that discrimination has a demoralizing effect on any individual.

It is both offensive and humiliating to any person to realize that solely because of his religion, the country of his birth or the colour of his skin, he is prevented from making use of public services in any of our communities.

Responsibility for the administration of the Act is vested in the Minister of Labour.



The Minister has authority to appoint an officer of the Department to receive and deal with complaints.

The enforcement provisions are similar to those in the other provincial Acts, with the emphasis on conciliation. A person who considers himself aggrieved may initiate action by filing a written complaint with the Director, who will assign an officer of the Department to investigate and try to effect a settlement. If the officer is unsuccessful in resolving the complaint, the Director may refer the matter to the Board of Industrial Relations, which must make an inquiry, giving the parties full opportunity to present evidence and make submissions. If the Board finds that the complaint is justified, it must recommend the course that ought to be taken. On receipt of the Board's report, the Minister may, on the advice of the Director, issue a final order embodying the Board's recommendations.

Any person who fails to comply with a provision of the Act or an order made under the Act is guilty of an offence and, on summary conviction, is liable to a fine of up to \$100.

As in other provinces, no prosecution may be instituted except with the consent of the Minister.

If a person has been convicted of denying anyone accommodation, services or facilities contrary to the Act, the Minister may apply to a Judge of the Supreme Court of the province for an order enjoining him from continuing the violation.

### Ontario

The Ontario Fair Accommodation Practices Act, which was adopted in 1954, was

amended to clarify the intent of the legislation by providing that no person "directly or indirectly, alone or with another, by himself or by the interposition of another" may deny any person accommodation, services or facilities, customarily available to the public, because of race, creed, colour, nationality, ancestry or place of origin.

Another amendment prohibits any person from refusing to rent any dwelling unit in a building containing more than six self-contained apartments on grounds of race, creed, colour, nationality, ancestry or place of origin.

As a result, any person found guilty of discriminatory rental policies is now subject to a fine of up to \$50 if an individual and up to \$100 if a corporation.

In Ontario also, amendments to the Anti-Discrimination Act (now the Ontario Human Rights Commission Act) changed the name of the Anti-Discrimination Commission established in 1959 to the Ontario Human Rights Commission and broadened its functions.

As before, the Commission is required to advise the Minister on the administration of the Fair Accommodation Practices Act, the Fair Employment Practices Act and the Female Employees Fair Remuneration Act, and to develop and conduct educational programs designed to eliminate discriminatory practices. Its new functions are to "forward the principle that every person is free and equal in dignity and rights without regard to race, creed, colour, nationality, ancestry or place of origin," and to promote an understanding of, acceptance of and compliance with the province's anti-discrimination laws.

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## U.S. Monthly Labor Review Carries Series on Retraining

In the United States, as in Canada, retraining programs are receiving growing attention as one means of reducing the number of the long-term unemployed and encouraging the growth of the economy. For this reason, the United Bureau of Labor Statistics is publishing in its *Monthly Labor Review*, beginning with the August issue, "a series of articles on the retraining of unemployed workers to bring their skills into line with the requirements of a changing economy."

The first article, on European Government Programs, describes the work of retraining that is being done in Western Europe. The structure of the governmental programs in Sweden and France, whose retraining programs, the article says, "vary considerably in organization and administration" is explained at some length.

"The articles to follow will include such topics as federal and state legislation on training, case studies of community retraining programs, studies of retraining undertaken by unions, and a summary of the considerations involved in developing a Government program of retraining for the long-term unemployed," an editor's note attached to the article says.

# Ninth Annual Catholic Social Life Conference

Application to present-day labour-management relations of principles developed in papal encyclicals is discussed at three-day meeting under theme, "Industrial Relations Seventy Years After *Rerum Novarum*"

The application of the social teachings of papal encyclicals to present-day industrial relations in Canada was the theme of discussion at the Ninth Annual Catholic Social Life Conference, held in Halifax on October 13 to 15, under the title, "Industrial Relations Seventy Years After *Rerum Novarum*." Pope John XXIII's recent encyclical, *Mater et Magistra* (L.G., Sept., p. 887), figured prominently in the discussions.

Most Rev. F. A. Marrocco, D.D., Auxiliary Bishop of Toronto, delivered the keynote address. Three of the five principal speakers dealt with the role in industrial relations of religion, of educational institutions, and of government. Another discussed the Industry Council Plan, and the other the present social and economic position of agriculture in Canada.

Other speakers addressed special interest groups dealing with: Young Christian Workers, Labour and Co-operatives, Labour Schools, Communications and Industrial Relations, Women at Work, and Catholic Employers and Managers Study Groups.

A short period of each session of the conference was devoted to discussion in workshops or study groups, the conference being broken up into 27 of these. Each workshop period was followed by a plenary discussion.

Several resolutions were passed toward the end of the conference, of which one dealt with unemployment and another with agriculture.

"Unemployment," the conference said, "has produced detrimental physical and spiritual consequences to individuals and families, and has seriously interfered with industrial relations in many parts of Canada." The attention of the federal and provincial governments was drawn to the plight of these individuals and families, with the request that the governments, "in collaboration with labour and industry, should initiate remedial employment projects in those areas."

The resolution on agriculture requested "That governments enact legislation providing farmers with effective control of prices and markets for their products, supplemented, if necessary, by subsidies to farm families." It urged also that "in view of

Canada's agricultural potential, a policy of large-scale immigration be developed jointly by governments, industry, organized labour, organized agriculture and professional groups."

The conference, which was attended by more than 700 delegates, was welcomed by Premier Robert L. Stanfield of Nova Scotia, and by Mayor John E. Lloyd of Halifax. A message from the Holy See was read by Most Rev. J. G. Berry, D.D., Archbishop of Halifax.

## Message from the Holy See

Productive processes must be determined in a rational way, since to do otherwise would be to waste human energy and the means of production, said a letter from the Holy See addressed to Archbishop Merry of Halifax. It was signed by Amleto Cardinal Cicognani, Vatican Secretary of State.

But at the same time, the indexes of productivity and production must not be taken as the supreme criteria in the organization of productive processes, the letter said. Rather, these indexes "must be pursued in accordance with the requirements of the moral order, safeguarding the human dignity of all those engaged in production."

Because far-reaching changes have taken place since the war in economic and social fields, and these changes have had repercussions on the means of production and on relations between workers and management, "it is opportune that these relations be re-examined and re-organized," the letter said.

The re-organization should be made according to principles developed in the Church's teachings, particularly in *Rerum Novarum*, *Quadragesimo Anno* and *Mater et Magistra*.

The letter went on to outline more particularly the principles and criteria that must be observed in the re-organization.

"Working conditions must be such as to safeguard the physical health of workers and their moral integrity," the letter said. To this end, measures must be taken to safeguard health and morals and to prevent accidents; and working hours must be kept within reasonable limits, especially for women and children.



Rates of payment for work must not be left entirely to the laws of the marketplace, nor on the other hand must they be decided arbitrarily. Principles of justice and equity must be considered, but at the same time the remuneration of the workers must take into account "their effective contribution to production and to the economic state of the enterprise" and to the common good of the community and of other communities throughout the world. Especially must the "repercussions on the over-all employment of the labour force in the entire country" be considered in deciding wage rates.

The workers, "in the manner and to a degree most convenient," should be enabled "to participate in the ownership of the enterprise itself . . .

"It is, however, impossible to create an atmosphere of serenity in the organizations of production unless the uneasiness of workingmen, arising from the uncertainty of their future, can be eliminated or reduced as far as possible. This can be done by setting up opportune systems of social insurance or social security . . ." the letter continued.

"Even social services operated inside the enterprise itself can contribute efficaciously to the development of good relations between workers and management . . .

"As far as possible, each worker should fill the post which best corresponds to his ability, his zeal and his merits. Promotion to higher posts inside the firm, and salary increases, must be given with objective criteria which are equal for all, and inspired by justice and equity.

"Provided the principle of unity and efficiency of management is ensured, the desire of workingmen to participate actively in the life of the firm where they work is a legitimate one, and must be satisfied to the degree and in the manner permitted by the actual situation."

Regarding the rapid and far-reaching changes in the means of production consequent upon "ever wider application of processes of automation," the letter refers to the "immediate negative repercussions upon workingmen, especially in what effects the stability of their employment," that may result from these changes.

"It is therefore an exigency of social justice," it goes on to say, "that such application be made in such a way that the immediate negative results of automation should not be borne exclusively by the workers or by certain groups of workers. Rather should such negative results weigh equally, or even more heavily, upon the investors of capital and, when opportune,

even upon all the members of the political community, since all, in the final analysis, benefit by such changes of automation. This can the more surely be obtained when the workers, through their unions and organizations, are present and have a voice in the implementation of processes of automation."

### Bishop F. A. Marrocco

The "plain, simple purpose" of social encyclicals is to focus attention, in a given era, on a principal, fundamental moral disorder of the time, said Most Rev. Francis A. Marrocco, D.D., Auxiliary Bishop of Toronto, in his keynote address at the opening of the conference.

When Leo XIII issued *Rerum Novarum* in 1891, he was convinced that social injustice permeated the revolution then taking place in the economic world, Bishop Marrocco pointed out, and he set out to suggest in broad outline the way in which a solution was to be found. Among the suggestions were:

—Workers must labour conscientiously and take pride in the fruits of their labour, must respect the employer and his property, need membership in a union but must see to it that the union represents their cause without violence and rioting, and must repudiate leaders with evil principles.

—Employers must respect the human dignity of workers, not consider men as mere sources of muscle and power from which to make money, and must refrain from treating unions or workers' associations as revolutionary and subversive societies.

—Government should direct its interest and its authority toward the encouragement and promotion of good labour relations.

—Employers, employees and government must all abandon the idea that economic philosophy and ethics are outside the competence of religion.

Forty years after *Rerum Novarum*, Bishop Marrocco continued, Pius XI "must have concluded that man was still a long way from the Christian 'fraternity in economic affairs' that Leo had visualized." In *Quadragesimo Anno* Pius XI begged the more reasonable leaders of industry, labour, education and government to influence the economic order by:

—Using their rank and initiative to convince all sectors of the economy, including agriculture, that they are interdependent and that no one of them can live without the other.

—Setting out to create a spirit of partnership in which industry, labour, agriculture, science, education and government will combine their efforts for the betterment of all.



Now, 70 years after, John XXIII has issued "the most authoritative review of the basic social teachings of the Church you will find anywhere." *Mater et Magistra* would have been the best keynote address to the conference, Bishop Marrocco said, but, using it as a basis for his remarks, he dealt with "some of the enlightenment this conference should shed on the economic and social conditions of our own country."

Let the conference decide whether in seventy years we have learned our lesson and are eradicating individualism, selfishness, immoderation and inequity from our economic and social policies...

Is there amongst workers a sincere honesty of effort and a real pride in their particular assignment, and is respect for the firm that employs them and the property of that firm a characteristic of modern labourers, and has an appreciation of the trade union movement expanded and moved workers to give active participation in union affairs, and caused them to ensure the wisest, most upright, most law-abiding, and most competent leadership of their unions?

...With seventy years of labour relations behind him, [the average Canadian employer] should be distinguished for his record in respecting the human dignity of his employees, in promoting their spiritual and temporal welfare, in using the most progressive means to share the fruits of production with the labourers who helped create them. He should be noted for his reasonable, just and charitable dealings with labour associations and for his desire to contribute to the general prosperity of the whole country. Is the average employer in Canada so disposed to the men in his employ, to the unions that represent them, and to the national economy?

What about the labour and general social legislation of Canadian federal and provincial governments during the last seventy years... With all the progress that has obviously been made by Canada in social legislation, in economic and social planning, and in international relations, how does this conference rate Canada and its ten provinces in terms of its social legislation and economic co-ordination and in terms of its liberality to other lands?

"I am convinced you will find we have advanced some distance along the roads pointed out by Leo, but that we have not advanced far enough," the bishop said.

The speaker drew the attention of the delegates to two very significant social changes recommended by Pope John "as a means of ensuring that a country like Canada doesn't end up with two classes, the very rich and the very poor." These were:

—Concerted action to preserve the small business enterprise, and in particular the family farm.

—The provision of the means "whereby the workers may have their say in, and make their contribution to, the efficient running and developing of the enterprise."

In relation to the preservation of the family farm, the Pope believes, Bishop

Marrocco said, that agriculture has become a depressed sector of the economy because:

—Nations have tried to make agriculture more productive and efficient by encouraging industrial farming instead of making the new technology serve the family farmer.

—Nations have not done enough to reduce the difference between the living standards in the country and the city.

—Nations have done little to destroy the inferiority complex which prevails about work on the farm.

## Role of Religion in Industrial Relations

Religion has a most important role in industrial relations, and without religion and the spirit of the brotherhood of man it is hard to see how any human relations can be amicable, said Most Rev. William E. Power, D.D., Bishop of Antigonish, in his address on "The Role of Religion in Industrial Relations."

In our society, however, we find people of many religions, and we have people from all of these various groups involved in industrial relations, he said.

He quoted a statement by Pope Pius XII that although religion might seem to be a divisive rather than a unifying element, "unity can be achieved only on the basis of the one universal natural law and its appeal to the reason of every man... No civilization can endure unless it is based on religious principles."

Bishop Power continued: "The fundamental religious principles to be followed in industrial relations have their foundation in natural law and are acceptable to all thinking men... The real difficulty is in the application of these principles."

Those attending the conference, as Catholics must consider not only the natural law, but certain specific teachings of the Catholic Church, which made "even more plain the important role which religion and the Church must play" in industrial relations, the bishop said.

In all industrial relations, the dignity of man must be kept foremost in mind. "No employer can ever forget that he is dealing with a fellow man entitled to all of man's rights and privileges."

If, during the past 70 years, "the teachings of Christ had been employed in relations between employer and employee, there would be no problem in industrial relations," he said.

The Church has the obligation to make sure that industrial relations are conducted with due respect to the dignity of man and to the teaching of Christ. Government,

industry and labour have the obligation to realize the importance of the Church in this regard and to look to religious principles for the solution of labour problems.

"Religion teaches the labouring man his rights as well as his duties, teaches him that he must work honestly and efficiently and carry out all agreements which he has made . . . On the other hand, religion teaches the employer that he must not consider his employees as slaves . . . Without the Christian concept of charity, industrial relations can never be carried on in the proper atmosphere."

It is a matter of record that government, management and labour have been influenced by the social teachings of the Church, Bishop Power said. "The right of labour to organize into unions of their own choosing, which Leo XIII championed vigorously in 1891, is now written into the basic law of the land, however belatedly and experimentally. In Canada today we have a trade union act in each of the ten provinces. The first was passed in Nova Scotia in 1937—46 years after Leo XIII's encyclical."

The principal measuring of reform advocated by Pope Leo XIII and Pius XI were legislation and organization. Progress has been made in both fields. Less than a century ago child labour was a commonplace. Women were employed at the most menial, physical tasks. After Pope Leo's ringing denunciations of such situations, governments reversed their policy of *laissez-faire* or "hands off." A new branch of law has been established to protect the sacred rights of the workers that flow from their dignity as men . . . Governments have enacted legislation more or less in harmony with the philosophy expressed by Leo and Pius.

Summing up, Bishop Power said the role of the Church in industrial relations is twofold: to reform the social order according to the principles of sound philosophy and to perfect it according to the precepts of the Gospel, and "to develop men and women of integrity, knowledge, persuasion and personal sanctification who will dedicate their lives to a reconstruction of the social order based on justice and charity."

It is the role of the Church to make it clear to the average worker that it is his duty to put in an honest day's work for his pay, to take a pride in his work and to have a constant ambition to improve, and to participate fully in the activities of his labour union. He should also realize the importance of competent leadership in his union.

On the other hand, the Church must bring home to Canadian employers their responsibility toward their employees, that they must respect the human dignity of their employees, promote their spiritual and tem-

poral welfare, and respect the motives of the unions and work well with them.

## Role of Education in Industrial Relations

Educational institutions play their part in achieving ideal industrial relations by making known the ideal and the methods by which it may be achieved, said Prof. Gerald E. Clarke, acting head of the Department of Economics of St. Patrick's College, Ottawa, in his address on "The Role of Educational Institutions in Industrial Relations."

The ideal in industrial relations has been defined in *Rerum Novarum*, *Quadragesimo Anno*, and *Mater et Magistra*, Prof. Clarke pointed out. He gave a brief statement of the ideal to be sought:

In the ideal society, workers would be adequately paid. They would be adequately protected from the financial problems involved in unemployment, sickness, industrial accidents, arbitrary dismissal and old age dependency. They would do an honest day's work every working day and would respect the property of their employers. They would belong to unions which would be competently and honestly led because workers would have sufficient interest in their unions to ensure such leadership. They and their employers would bargain in good faith to determine the conditions of employment. Employers would recognize the human dignity of their workers. Employers and employees would realize that their separate interests are much more convergent than divergent and this would lead them to work together rather than at cross-purposes. Workers would have some say in the management and ownership of the enterprise in which they work and would share in the profits.

The precise role of each educational institution in achieving this goal depends on the maturity of the persons it deals with, he said. "We should teach primary-school children that work is honourable, that unions are good things for workers, that strikes may be and usually are justified, that underpaying workers through one's own fault is a sin. No specific course is needed or even desirable to get this message across to grade-school children. It should be imparted informally in most subjects, though mentioned specifically in classes on religion or civics."

Since it will be many years before even 20 per cent of Canadian high school students go to university, he said, "anything that is to be taught about industrial relations to the majority of our youth must be taught in high-school years."

Answering the objection that the high school curriculum is already too crowded, Prof. Clarke suggested that teaching on industrial relations and other social matters could be introduced informally in the teaching of English, history, current events and religion. It could also, he said, be introduced



in the same informal way in extra-curricular activities such as debating, school papers, student councils and school parliaments.

In any case, he said, "if it be agreed that the purpose of formal education is to assist students to prepare for adult life, is it not essential that they should know the sort of society which they, as adults, should strive to bring into existence?"

The speaker also commended suggestions made at an earlier conference for the holding of summer courses in social doctrine for teachers and for specific training in the field for selected members of religious communities, high school staffs and college faculties.

Because it is an almost universal requirement in Canada that all new high school teachers have a university degree, the teaching of social principles in university was recommended by Prof. Clarke. If this is done, high school teachers of the future will be familiar with the doctrine and teach it, he believed.

"In addition to spreading knowledge of the Christian social principles, the university has a major role to play in developing the applications of these principles," Prof. Clarke said. To the question, "How well is this being done?" he answered, "The work has barely started."

Finally, the speaker discussed the role that he thought should be played by adult education. He quoted several passages from a book, *The Campus and the Community*, by Dr. Alexander Laidlaw, regarding the part that universities should play in adult education, the gist of which was that the university becomes a class institution unless it undertakes extramural work for those outside the regular student body.

Prof. Clarke urged the allocation by university administrations of funds and staff to their extension departments. "Adult education through university extension is probably the quickest way to turn social principles into social practice," he said.

### Discussion Period

During a question period after Prof. Clarke had spoken, the "resource persons" on the platform were asked whether they agreed with Prof. Clarke's statement that strikes were usually justified. In answer, Dr. Joseph Vorstermans, Professor of Economics, St. Mary's University, Halifax, said that he disagreed.

In reading the encyclicals one should be careful not to lean too much to the side of labour, he said, and pointed out that these directives had said that employers as well as workers should form unions.

Prof. Clarke admitted that perhaps his remarks about strikes had been too strongly worded. He still thought, however, that more strikes were justified than many non-union people seemed to think.

In answer to another question, Prof. Vorstermans said he thought that the Pope's reference to employers' organizations were not intended to mean organizations of the type of the Canadian Chamber of Commerce or the Canadian Manufacturers' Association.

Donald Gillis, President of Local 598, International Union of Mine, Mill and Smelter Workers, Sudbury, asked how working people with no high degree of education could be fired with the desire to bring about social improvements. "As a result of a three-year course sponsored by the Catholic Church in Sudbury, a group came out and ousted the Communist group in the Local," he said, and he asked how such work could be promoted elsewhere.

Rev. Vincent Murnaghan, Professor of Commerce, St. Dunstan's University, Charlottetown, another of the resource persons taking part in the discussion, said that there probably had to be a demand for groups of this kind on the part of the working people concerned.

### Role of Governments in Industrial Relations

"The role of the Government as conceived in Canadian labour legislation, whether federal or provincial, is rather that of a mediator or referee. Within a very wide area, initiative leading to co-operation and settlement is left to the parties," said Arthur Maloney, Q.C., M.P., in an address on "The Role of Governments and International Bodies in the Promotion of Industrial Relations." Mr. Maloney, former Parliamentary Assistant to the Minister of Labour, was the conference banquet speaker.

In recent years a new note has been injected into labour-management relations in Canada "in the form of a new insistence upon the necessity that labour and management cast off those things that divide them, as they co-operate mutually in the furtherance of what they hold in common—the achievement of which is both to their advantage and the furtherance of the public good," he added.

He thought that the formation of the National Productivity Council and the setting up of a labour-management steering committee in Ottawa under the joint chairmanship of the President of the Canadian Labour Congress and the President of the Canadian Manufacturers' Association left no doubt that a discernible trend was developing under the pressure of events.



Among the events exerting this pressure, the speaker mentioned: competition from low-cost countries abroad, problems arising from technological change and automation and from the need for increased productivity, and "public annoyance in the face of damaging tie-ups that are industry-wide and occurring at a time when Canada cannot afford to have men out of work."

Inexorable economic logic has thus added its weight to the Pope's appeal for a closer relationship between employers and employees, Mr. Maloney remarked.

Mr. Maloney had begun his address by reminding his listeners that much of the social legislation now in effect derived from papal encyclicals. As examples he cited legislation upholding the right of workers to organize and the right to a living wage, providing for the collective bargaining process, defining and prohibiting unfair labour practices, and prohibiting strikes and lock-outs until collective bargaining procedures have been exhausted.

The encyclicals also clearly delineated the role of governments. "The state has an obligation to provide machinery for the free intercourse of management and labour. The state has, above all, an obligation to provide for those who, in the normal course, cannot provide for themselves."

Mr. Maloney suggested that perhaps it was time for another trial of the Industry Council idea propounded in the encyclicals. He said that the establishment of the National Productivity Council was a step in this direction.

Referring next to the "rising price-wage spiral," Mr. Maloney said that, although a living wage must be a cornerstone of our economic philosophy, "it is possible to reach a point beyond which further increases, passed on in the form of higher prices, will simply result in a deterioration of the value of the consumer dollar. And this, of course, is what has been happening."

He suggested that when this point is reached in wage-price relationships, "labour demands should perhaps shift from monetary gain to other types of benefits. And I believe that this, too, has been taking place."

Whether such considerations would be within the scope of Industry Council action would have to be decided by labour and management, but he thought that certainly such matters as automation, foreign competition, productive efficiency, in-plant training, and other matters, would offer "a wide area for mutual exploration and mutual decision."

There is no doubt that acceptance of the Industrial Council proposal would mean a surrender of authority to some extent by both labour and management, Mr. Maloney said. "Whether such a surrender, minimal as it might be, would be undertaken, not only in furtherance of mutual interest and mutual advantage, but to the larger benefit of the public interest, remains to be seen."

"For myself, I believe it vital to the smooth and effective working of our industrial complex, indeed, to our national progress, that a closer and more harmonious relationship between labour and management be achieved."

The speaker deprecated the habit of blaming the trade unions for all our economic ills. "It is not the higher wage that raises the cost to the consumer. It is rather the subsequent increase in price which is designed to keep the level of profits as high as it was before the wage demand was made," he pointed out.

Mr. Maloney then paid tribute to the value of the trade union movement in stemming the tide of Communism on this continent. "While unions have their faults and have on occasion acted under leadership that came from individuals of questionable character, we should not forget that the union is one of the great bulwarks against Communism today."

"The behaviour of the union men who belong to the Sudbury [Mine-Mill] Local in the last few weeks has done much to enhance the prestige of the trade union movement in Canada and has served to show Canadians everywhere how vital a force for good a union can be."

There must be no falling back in our economic and social achievement, the speaker continued. "Nor is it enough that we gain these things for ourselves. We now face the added responsibility of raising to our level of achievement those areas of the world where equal advancement has not taken place... This is no longer a matter of altruism. It is a matter of survival."

The solution of our own difficulties is only the half-way point in meeting the challenge. "We must then move to meet tremendous and over-riding problems in the international sphere... We must not be in a position where all the revolutions against poverty and misery are Communist revolutions."

Wherever in the world there is misery and poverty the Communists are moving in with the promise of bread and land, at the price of freedom, said Mr. Maloney. "To those who have had hunger without free-

dom, bread without freedom is at least an advancement.

"We must be able to hold out bread and a better way of life, along with freedom in a reconstituted social order."

### The Industry Council Plan

There is no doubt that we are engaged in an irreversible process of socialization, carrying with it a kind of planning. We may accept this process blindly and passively, or we may consciously and actively participate in it, said Rev. Gérard Dion, M.S.S., Director, Department of Industrial Relations, Laval University.

"We have no choice on the trend itself, but we have in our power the possibility of fixing the objectives, of selecting the means and determining the agents of execution," he said in an address on "The Industry Council Plan."

In his address, Father Dion surveyed the evolution of the industry council idea in the papal encyclicals, dealt with what we have done in Canada with the idea, and suggested what could be done about "fixing the objectives" and "selecting the means and determining the agents of execution."

The Industry Council Plan, he explained, grew out of Pope Pius XI's development, in *Quadragesimo Anno*, of ideas expressed by Leo XIII in *Rerum Novarum*. Pius XI, besides assigning to the state a more positive role in economic matters, had held that the reconstruction of the social order required the setting-up of intermediate bodies having their own economic and occupational goals. These bodies were to be established by the people concerned, not imposed by the state at its own discretion, and they were to be legally vested with the character of semi-public organizations, in a manner reminiscent of the medieval guilds, although they were to be adapted to places and circumstances.

In the latest encyclical of John XXIII, *Mater et Magistra*, however, the idea of these semi-public organizations had been modified. With Pope John's clarifications and "the integration of the principles of functional economy in the general process of socialization," Father Dion thought, it would "no longer be possible to confuse the social order advocated in the teachings of the Church with any kind of past fascism."

The difficulty of putting into practice the principles enunciated in the encyclicals did not make them readily acceptable to those in a position to institute the Industry Council Plan, he said. Trade unions did not pay

much attention to projects they thought would curtail their freedom of action. "They felt they already had enough difficulties with the opposition of employers and the lack of understanding from public opinion. They were even more suspicious when they met, among the advocates of the Industry Council Plan, some people who never missed an opportunity to criticize and undermine their actions."

Employers did not pay much attention to the Plan.

Many of them are so imbued with the spirit of individualism that they do not feel the advantages and the necessity of organizing among themselves. They join trade associations when they cannot do otherwise and only for business purposes. Few indeed are the employers' associations that negotiate with trade unions. And it is very natural that those who hold economic powers are not ready to share them of their own free will. Moreover, those who had some acquaintance with the social teaching of the Church were more inclined to notice the passages concerning the right of property, the freedom of enterprise, the freedom of initiative.

Governments follow public opinion "and it is not a secret that those who hold economic power were, in the past, those who had the greater influence."

To these reasons why the Industry Council Plan did not expand very much, we must add others: (1) We have in Canada 11 autonomous governments which have jurisdiction over the matters involved in the Industry Council Plan, "and as far as we know they still have much to do in order to learn how to co-operate among themselves." (2) The majority of our labour unions have their head offices not in Canada, but in the United States. (3) Many companies, and the most important, are only subsidiaries of foreign companies. (4) "What about the general dependence of the Canadian economy on that of our southern neighbor? It is pretty difficult to initiate in Canada what has not yet been started in the United States."

Organizing the economy and spreading the Industry Council Plan, Father Dion said, "will not come naturally only by free competition, free enterprise and free initiative, although a certain degree of freedom must always be safeguarded. Intermediate bodies are natural and necessary if we want to avoid state totalitarianism. Institutional co-operation at all levels must be organized between the agents of the economy. Intermediate bodies must co-operate among themselves and with the government in order to help it play its positive role in the economy for the common good, national and international."



Among existing bodies, the speaker mentioned labour unions, trade associations, consumer groups, and co-operatives.

Trade unions are probably the best organized groups. In all cases, they are quite representative and are considered as such. Nevertheless, trade unions can and must improve. Even though almost every industry is covered by them, we must not forget that the number of union workers has not yet reached a third of all who could be organized... Many members are still outside unions, or are lukewarm members.

Among the groups not yet organized were white-collar workers, foremen and supervisors, and salaried people among liberal professions. The latter are organized under a particular law in groups having disciplinary rights over their members, but the groups were organized "exclusively to protect the condition of the independent professional workers."

As for associations among employers, "it is chaos, confusion, useless duplication—in other words, the greatest disorder we can imagine," Father Dion said.

"In face of the irreversible trend of an ever-greater influence of government in [the] economy, if the enterprises do not wish to renounce all initiative and intend to play their part in the elaboration of economic policies, they will be obliged to throw out this ancient individualism and organize themselves in some acceptable way," he contended.

The lack of foresight and the behaviour of these groups makes it difficult to discover their ideology, Father Dion said. They are opposed to Communism because it is prejudicial to their own interests; they are imbued with personal and collective individualism.

This explains why when faced with the phenomenon of the socialization of contemporary life (which we must not confuse with socialism) they remain unable to form any type of organization which could safeguard the dignity of the human being, take into account the organic character of the society, the subsidiary function of the government and at the same time the necessity of some kind of economic planification.

The principles of the social doctrine of the Church have not really entered the world of business and labour relations, he continued. "Each time the trade unions have recommended some tripartite form of collaboration to solve some permanent problems of a given industry, they meet a cool reception from the companies and inertia from the public administration."

Regarding the means by which a favourable climate for the diffusion of the principles of the social doctrine of the Church could be created in the public mind and in the existing associations, Father Dion

said he thought the time had come to think about the creation of some para-professional groups along with the professional groups in order to aid the penetration of a Christian conception of life and to diffuse the social doctrine of the Church."

## Agriculture and Industrial Relations

The big question in Canadian agriculture is: "Who will own the land and who will do the work? Will it be free, independent farmers, or will it be collectives run either by big corporations or perhaps even the state?" said Frederick E. Von Pilis, public relations officer for the Saskatchewan Farmers' Union, who spoke to the conference on "Agriculture and Industrial Relations."

"The question is not the survival of the 'small' farmer or the 'big' farmer," he continued. It is, rather, "whether we want to make it possible for a man to own or rent a farm where he can—by his own work and management, with the help of his wife and children—make a decent living for himself and his family..."

We are agreed that we want the first alternative but we must not lose sight of the sad fact that there is an increasingly strong trend of thought favouring the second alternative, Mr. Von Pilis said.

"Most economists will argue that 'under prevailing conditions of technology there are too many people in agriculture and too few resources per farmer.' Therefore, they see the first step toward an improvement of the economic condition of farmers in a sharp reduction of their numbers," Mr. Von Pilis continued.

"We have been imbued with the idea that technological developments and the resulting mechanization of farming demand large-scale farms and that, therefore, the 'small' farm has to go." But, he contended, in agriculture bigness does not necessarily achieve greater efficiency and productivity.

"Increased efficiency in production is of no benefit to the farmer unless it is accompanied by increased efficiency in distribution," he said, asserting that the answer to the farmer's trouble did not lie primarily in production but in demand.

"We will have to create conditions which will increase effective demand and thereby make it possible for farmers to use the available resources to capacity, while at the same time devising a system which will guarantee farmers their equitable share of the market and a reasonable income..."

Earlier Mr. Von Pilis, citing statistics of the agricultural labour force, number and size of farms, and farm production and



income, pointed out that "total net farm income has declined by 29.8 per cent from 1951 to 1960. This is current dollars. Calculated in 1951 dollars the decline amounts to 41.4 per cent . . .

"There were times when the per capita income of farm people amounted to as much as two thirds or better of Canadian per capita income. Today it amounts to about one third, or approximately \$516, compared with \$1,540."

The measures proposed by Mr. Von Pilis to increase effective demand and guarantee farmers an equitable share of the market and a reasonable income included:

—A "large-scale, well-planned immigration policy on a scale similar to that of the early years of the century when this country absorbed up to 5 per cent of its population per year." A large increase in population would increase the demand for food in the home market, he contended.

—The seeking of a widening of the European Common Market into an Atlantic Free Trade Area to enlarge the export market.

—Development of a World Food Program to "complement, not replace, technical assistance to unlock the wealth of developing countries."

—The establishment of compulsory marketing boards "with full control over the marketing of commodities."

—Supplementation of market returns to farmers by direct payments to farmers, since marketing boards protect prices only to a certain extent. "An income transfer of this kind should not be objectionable in a country that protects secondary industry by import tariffs which are income transfers," Mr. Von Pilis argued. "Direct payments made out of general revenue would not be

a burden on low-income consumers, but would come out of the pockets of those consumers who are in the fortunate position of having to pay taxes."

—More active support by the farmers of the co-operative movement in both buying and selling. Even in Saskatchewan and Prince Edward Island, where the movement is strongest in retail purchasing, the co-operatives are a long way from making an impact on retail trade. "The picture is more reassuring when we look at the marketing end" but "we must admit that the total result is not what it ought to be," the speaker said.

As a means of reducing the price of what the farmer has to buy, he was not prepared to propose at this time a system of price controls, although one may become necessary "unless we can break the practice of 'administered' prices and 'hidden persuasion.' I suggest that perhaps continuous, close supervision by the Combines Investigation Board may achieve this goal," Mr. Von Pilis said.

"Farmers must make their voice heard in political circles," he said. But he added that "Bitter experience has taught Canadian farmers that direct action should not be taken by their commercial or professional associations. Rather, farmers should form separate groups for political action . . ."

Other measures advocated by the speaker were: extension of unemployment insurance to cover farm workers, more and better vocational training facilities for young farm people who have to seek a livelihood elsewhere than on the farm, and extension of agricultural research work to include sociological and psychological problems as well as "production economics."

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## Nine-Month Immigration Total Down to 56,000 from 84,000 in 1960

The number of immigrants to Canada during the first nine months of 1961 was down to 56,168 from 83,843 in the same period of 1960, the Department of Citizenship and Immigration has reported. Of the total, 19,386 arrived during the third quarter, and 24,943 in the second quarter.

Classified by occupational group, with the corresponding figure for the first nine months of 1960 in parentheses, the largest number 6,654 (11,590) were listed under "manufacturing, mechanical and construction." The "professional" group came next with 5,301 (5,937), and in third place was the "service" group with 5,081 (6,634), followed by the "clerical" group with 3,402 (4,888). Labourers in the first nine months numbered 3,110 (6,291), and 2,020 (4,620) were shown under "agriculture."

Of the nine-month total of 56,168 immigrants, 28,296—slightly more than half—were shown as dependents not destined for the labour force. This compared with 39,521 out of 83,843 in the same period in 1960.

By country of last permanent residence, the largest number of the immigrants, 10,853, came from Italy. Immigrants from the United Kingdom numbered 9,559, and those from the United States 8,788. This latter number was higher than the total from the U.S. in the first three quarters last year, 8,500.

# 32nd Annual Meeting of the Canadian Chamber of Commerce

Achieving adequate level of employment and output in Canada's most serious and most immediate problem, says speaker at session on "Canada's economic ills"  
Other speakers tell how to improve our ability to compete at home and abroad

"Diagnosis of Canada's Economic Ills" was the theme of one of the plenary sessions of the 32nd annual meeting of the Canadian Chamber of Commerce, held at Halifax October 2, 3 and 4.

To open this session, John Deutsch, Vice-Principal (Administration) of Queen's University, presented an analysis of Canada's economic problems. A. J. Little, Chairman, Canadian Tax Foundation, spoke on "The Role of Government" and N. R. Crump, President, Canadian Pacific Railway Company, on "The Role of Business."

Another plenary session had the title, "Improving Our Ability to Compete." At this session, F. M. Covert, O.B.E., Q.C., spoke on "How We Can Best Compete in the Home Market" and E. L. Harrison, President, Vancouver Board of Trade, spoke on "Improving Our Ability to Compete in World Markets."

The speaker at the annual dinner was E. P. Taylor, President, Argus Corporation Ltd., who dealt with the factors that he believed were necessary to restore the rate of Canada's economic growth to at least 4 per cent a year.

A final plenary session dealt with "Community Action for Prosperity." This session is not reported here.

## John J. Deutsch

The improvement over the past several months, the moderate business recovery after about a year of recession, has not yet made a significant inroad on the excess capacity and the unemployment that have persisted in recent years, said John J. Deutsch, Vice-Principal (Administration) of Queen's University, in an address that opened a panel discussion on the second day of the Chamber's annual meeting. Subject of the discussion was "Diagnosis of Canada's Economic Ills."

Achieving an adequate level of employment and output was Canada's most serious and most immediate problem, he said.

Since the end of the war there has been an "upward drift" in the rate of unemployment, and the recovery during the last business cycle, 1957-59, "was conspicuously weak and short-lived, so that the economy never achieved a satisfactory rate of expansion before another recession set in."

The recovery now taking place will have to be very much stronger than any of the cyclical recoveries since the end of the war if full output and employment are to be achieved, he declared. "If such a strong upswing is not realized, the problem of substantial unemployment will persist farther into the future," he warned.

He did not subscribe to gloomy theories about the cause of the present problems but, he said, it must be recognized that important changes are taking place; the changes must be recognized and dealt with effectively.

The disappearance of postwar scarcities and the re-appearance of fierce international competition are only a part of the story, Mr. Deutsch said. Far more significant are the changes at home: the shift in the relative importance of consumer expenditures on services compared with expenditures on goods, the substantial fall in the amount of labour required per unit of goods produced.

"Over the past several years, these combined influences have resulted in an absolute drop in employment in goods-producing industries and a sharp rise in employment in service industries," he pointed out. The expansion in service occupations has created a wide range of new opportunities for women, especially married women, and as a result there has been a large increase in the female labour force.

During the past five years the total Canadian labour force has grown almost twice as rapidly as in the preceding five-year period. The increase in the number of women was almost as large as the increase in the number of men, although women constituted only about a fifth of the total at the beginning of the period. During the year ended last July, total employment rose by 127,000 but 101,000 were women and only 26,000 were men.

Although the increase during the past several years in the number of jobs available compares favourably with the increases during the early years "of the booming fifties," the growth in employment opportunities has not been nearly fast enough in face of the sharp rise in the size of the labour force, Mr. Deutsch asserted.

Over the next five years, the increase in the Canadian labour force will be equally as large as in the last five years, and the



rate of increase for women is expected to be more than twice as great as that for men, he continued. "In addition to the jobs that must be found for these new entrants, it is necessary to provide work opportunities for some 200,000 to 300,000 who are now unemployed. About one million more jobs are needed by 1965," he declared, remarking that this was a figure slightly larger than the increase in employment over the entire ten-year period, 1950 to 1960.

"We are being confronted with this situation at a time when automation and other forms of technological progress are continually reducing the requirements of manpower per unit of output."

The answer to this "major" economic problem, Mr. Deutsch said, "lies in the achievement of an adequate rate of economic growth, a rate much faster than we have attained in the recent past."

One school of thought argues that this rate of growth can be brought about by boosting total demand through larger government expenditures and a large increase in credit accompanied by low interest rates, to curtail the inflow of foreign capital and reduce the competition from imports so that there would be a greater demand for Canadian produced goods and export markets would become more profitable. This is a short-run prescription for which a strong case can be made in the present circumstances, he said, but it cannot ensure a sustained and adequate rate of growth over time.

"The purpose would be frustrated sooner or later by the development of a serious inflation," Dr. Deutsch asserted. "Indeed, there is the danger that the consequences of a mere fear of inflation that could arise from massive monetary expansion and massive government deficits would stall the recovery before it got very far."

Our economic ills cannot be solved by short-run monetary and fiscal expedients alone, he continued. The basic problems now facing us arise primarily out of the difficulties of adjustment to change, to far-reaching changes both at home and abroad.

Our export trade is confronted with the prospect of an entirely different world, a world divided into large trading blocs, each with a huge internal market surrounded by protective barriers. There is a possibility that Canada will be cut off from the one special trading area with which she has been historically associated: the British Preferential System. And one of the significant changes to which our economy must adjust is the modification or replacement of that system by newly developing groups.

As things are moving, Mr. Deutsch warned, Canada might be the only one of the half dozen largest industrial nations in the free world that is not part of a trading area nor has a huge internal market of its own. The entrance into the world market by the under-developed countries with an increasing volume of exports produced in low-wage industries involves adjustments in what we try to produce and what we try to sell.

The answer to the problems of the trading blocs and of increasing low-wage competition does not lie in a retreat to some new form of economic isolationism... Inside a protective shell the Canadian market is much too small a basis for a satisfactory rate of economic growth.

He warned that "We have to reconcile in a new way the legitimate aspirations of nationalism with realities of rapid technological and political change." Great Britain, Western Europe and others are attempting this reconciliation, and Canada cannot escape this task if we are to evolve a trade policy that will serve adequately to promote economic growth, he said.

The material prosperity of a nation depends upon the amount of work that is done, the kind of work that is done and the efficiency with which it is done. Each of these three elements is vital; none can be neglected, he said.

The amount and intensity of effort will always be important but loud calls for more sweat and brawn will bring little result if the wrong kind of work is done.

The attempt to maintain or to expand output for which markets are falling, or which cannot be exported to advantage, is wasted effort.

Shifts in consumer demands, the development of new products and substitutes, and a host of technical changes cause the appearance of declining industries, of which there are a considerable number in Canada today, Mr. Deutsch said.

The bolstering of such industries with government subsidies and with shields against competition can be justified only as transitional measures. "The public money devoted to long-continuing subsidies can in many cases be used effectively to provide capital, skills and social facilities for the establishment of new industries that have a rising consumer demand," he pointed out. Declaring that Canada seems to be slow in developing machinery and policies for implementing such a shift in emphasis, Mr. Deutsch said: "We cannot expect to achieve a satisfactory rate of economic growth without positive solutions to problems of depressed areas and declining industries."

The problem of the right kind of production is especially important in respect to our export trade, he continued. "There is



little future in trying to sell abroad the old-line, standard consumer goods that can be produced much more cheaply in low-wage countries." There is a rapidly expanding market for consumer goods based on advanced technology and skill, and it is to this field that a high income and high standard of living country like Canada must direct its efforts.

Turning to the efficiency of production, Mr. Deutsch said the effort to achieve a high rate of economic growth must include the placing of a high priority on improving the knowledge and skills of the population, because the rate of return on investment in education, research and training has exceeded the rate of return on investment in capital facilities.

The pace of change is such that old occupations and traditional skills are becoming obsolete with amazing rapidity. This development calls for an entirely new approach to the problem of the re-training of manpower. An adequate program in this area must come to occupy a continuing role in our efforts to avoid human frustration and economic waste.

Canada lags behind the leading countries in the proportion of our resources that we devote to educational research, Mr. Deutsch said. This is the result of an inappropriate set of priorities. The establishment of the right priorities in this field is a basic task in the creation of conditions essential for a high rate of economic growth.

The development of our human and manpower resources should not be concerned merely with technical matters, he declared, but also with matters of administrative competence and social understanding. "In our attitudes and procedures for resolving conflicts of interest between economic groups and for reaching settlements between management and labour, we frequently remain preoccupied with the problem of how to divide up the pie, rather than getting on with the problem of how the size of the pie can be increased."

Summing up, Mr. Deutsch said: "We are entering a new phase in our development. Continuing progress depends on the readiness to adapt, on the capacity to adjust from declining to expanding situations, and on the ability to take advantage of new opportunities."

#### A. J. Little

Establishment of a federal Ministry of Economic Development with full responsibility for general economic policy was suggested by A. J. Little, Chairman, Canadian Tax Foundation, in an address on "The Role of Government" presented during the panel discussion, "Diagnosis of Canada's Economic Ills."

It would be essential that all other government departments operate within the general policy determined by this new development and accepted by the Cabinet, he said.

His suggestion came while he was dealing with the need for "intensive, intelligent planning, both long and short range, at the government level," which he said was "an absolute essential to economic progress in Canada today." This was the third of three general principles that seemed to him to be of utmost importance.

He had begun by saying that there was no doubt that government has a major responsibility for Canada's economic condition at any particular time. Fiscal and monetary policy is probably the most important area so far as controlling the economy is concerned, and the two must be co-ordinated, he said.

It would take an expert to understand the complexities of monetary policy, but the public does understand the meaning of "tight-money" and readily recognizes the symptoms of tightening and loosening of credit. Government control of money and credit can be a powerful incentive or a restriction.

"Similarly, fiscal policy can be used effectively to smooth out the peaks and valleys of boom and depression, by an imaginative and intelligent program of fiscal policy and taxation on the one hand, and a properly timed intelligent spending program on the other," he said.

Although management and labour have a serious responsibility to achieve a level of productivity and wage structure that will make Canadian products competitive in world markets, "primary responsibility for determining trading conditions rests with the federal Government. Tariff policies, import quota restrictions, and incentive for export can be determined or provided only at the federal level," Mr. Little declared.

The Government has a responsibility also for the current manpower problems. An adequate solution to the unemployment problem may not be possible in the short run; it will require long-term planning, he said. "The federal Government must give leadership and direction to our educational policies for the future so that the technical training of our manpower will parallel as nearly as can be the technological changes which are altering the course of industry." Although the responsibility for education rests at the provincial level, the direction must come from the top, where the national picture can be viewed in proper perspective.

"Similarly the Government must assume some responsibility for the geographical shifting of the labour force, as occasion

demands, and for influencing the movement of labour from one industry to another as manpower requirements change."

The three principles of utmost importance enumerated by Mr. Little were:

1. Comprehensive analysis by the government of the economic situation to ascertain the facts—the study by the Senate Committee on Manpower and Employment was an example—and then making sure that the public is kept fully informed. "It is essential that the magnitude of the problem be fully appreciated, and that there be no misunderstanding about the extent and scope of the corrective measures that may be required, or the time that it may take to achieve significant results."

2. Bold and imaginative application of the corrective measures. Mr. Little thought the recent tax amendment granting a form of accelerated depreciation (L.G., Sept., p. 881) was an example of action that did not go far enough. "When the people recognize the seriousness of a problem, bold and imaginative action will be accepted and can be effective."

3. Intensive, intelligent planning at the government level. It was during his exposition of this point that he suggested a Ministry of Economic Development.

By "planning" he did not mean a planned economy. "What is required," he explained, "is forward planning by the Government for its own operations, more particularly in those spheres which bear directly on economic progress: monetary and fiscal policy, taxation, utilization of manpower, foreign trade policy, and also in respect of all of its own expenditures."

Some people advocate increased government spending as a way to help economic development, but "it would be much preferable if any needed increase in government expenditures could be made out of a larger pie, out of an enlarged gross national product," Mr. Little believed.

Without long-range planning we run the serious risk that the growth in government expenditure will outpace our over-all economic growth, Mr. Little believed. He suggested that a look at taxation might illustrate what can be accomplished by long-range planning.

"Taxes in Canada today are at such high levels that no one should underestimate their importance in influencing economic activity—and suitably controlled changes in taxation can be used as both stimulant and deterrent."

He had come to the conclusion that "we very much need some tax reform in Canada." Both corporate and personal rates of

income tax are too high, "almost at wartime emergency levels," and taxes are reducing personal incentive, restricting the accumulation of private capital, and hence slowing down our economic growth, he asserted. He cited Sweden as an example of how taxation policy, planned for the long term, can be an effective tool for promoting economic growth.

The role of government in improving our economic conditions, he concluded, is to promote economic growth by setting national policies and objectives and by creating a framework within which free enterprise may operate without unnecessary restriction or control.

## N. R. Crump

The cause of Canada's economic ills is the failure of the economy to grow rapidly enough to employ fully the productive resources of the economy, said N. R. Crump, President of the Canadian Pacific Railway Company, in an address on "The Role of Business" during the panel session, "Diagnosis of Canada's Economic Ills."

And the cause of the current high level of unemployment, he added, is the failure of the company to grow rapidly enough to absorb the increased labour force generated by the high birth rates of the early 1940's.

Since 1956, when it attained, on a per capita basis, the highest level in Canada's history, the gross national product has increased, but less than the growth in population; in terms of dollars of constant purchasing power it has actually fallen, he said.

Economic growth is necessary to the further development of living standards and to the fuller employment of Canada's labour, management and physical resources, Mr. Crump asserted. The reason for the lack of growth in recent years has been competition, abroad and in our domestic market, from the newly reconstructed economies of Western Europe and Japan.

"It is not government action that will develop the Canadian economy," he declared. Our present economic problems have been forced upon us by circumstances that cannot be controlled by a Canadian government. And our problems cannot be removed by tariff action.

The danger in further foreclosure of the Canadian market to goods of foreign manufacture is that other countries may retaliate and this will damage our export markets for many Canadian raw materials and some processed goods. Furthermore, attempts by Canada to restrict imports from many low-wage countries might reduce Canadian living standards, because it is frequently cheaper for us to buy imports of certain goods with our exports rather than to manufacture those imports in Canada.



For too many years Canadians have believed they were indispensable to the world economy, Mr. Crump continued.

"Unfortunately, the world economy does not need us as much as we need it."

We have to reduce our costs, and develop new products faster than our competitors can develop them, he contended.

Competition from the United States is not new, but competition from the reconstructed economies of Western Europe and Japan poses an entirely new set of problems. "It frequently happens," he pointed out, "that in addition to lower wage rates, European manufacturers are producing with newer, more efficient, less labour-intensive equipment."

In addition, the European Common Market—the Inner Six—and the European Free Trade Association—the Outer Seven—have created two large markets out of many small ones, resulting in the obtaining of production at lower cost.

The European Common Market will have an impact on Canada, Mr. Crump warned. "Broadly, the effect of the Common Market is to increase tariffs on goods produced in quantity in the Common Market countries, and no lower tariffs on goods in which the area has a deficiency. Many resource based products are not produced in volume in the Common Market countries.

"The Common Market offers both challenge and opportunity for Canada. We cannot ignore the challenge and we must seek out the opportunity."

Our short-term trading prospects will not be helped if the United Kingdom joins the Common Market. And if other members of the Outer Seven also join the Common Market, further deterioration in the Canadian situation will follow. Mr. Crump pointed out as an example that the Scandinavian countries would bring into the Common Market large production capacities of pulp and paper, aluminum, and iron ore, which would receive preferred tariff treatment.

In the long-term, if we can develop new products, aggressively market, and keep close control over our costs, the increased prosperity in Europe should stimulate rather than depress our trade, he said. "No longer can Canadian labour follow policies which tend to push upwards the prices of our goods and services. Labour must face our problems as squarely as Business must."

#### F. M. Covert

"It is bad leadership on our part that has put labour and management in opposite camps. This is not only unnatural but it is bad for both labour and management,

as well as for the consumer," F. M. Covert, O.B.E., Q.C., of Stewart, Smith & Mackeen, Halifax, told the convention.

He was speaking on "How We Can Best Compete in the Home Market" at the session on the theme, "Improving Our Ability to Compete."

He had begun by enumerating the things we must do to better compete in the home market, one of which was to "make our plants and business generally more efficient."

One way to increased efficiency was to realize "the potential of our employees," and the part that incentives could play in bringing out the best that is in them. If management failed to grasp these things, "then we lack the leadership and have not the vision to see the possibilities that are there.

"Man is anxious to create—he needs to have the chance. Management has a grave responsibility and we are shirking it. We blame union leaders, we blame governments, we blame everyone but ourselves, but in the main we are responsible," he asserted.

Incentive must be done properly, fairly and scientifically, Mr. Covert said. "This does not mean no unions." But unions should not be organized for a fight but for peaceful and helpful co-operation between employees and employers, a state of affairs that has been prevented in the past by lack of leadership and lack of communication, he declared.

Management must show employees and the public that what counts is not union security, but job security; and what makes job security is "a profitable plant, a plant that produces goods better than anyone else, and earns enough to pay first class wages and good dividends, and ploughs back enough into the business to ensure that it can expand, do research and always maintain its position."

In 16 years of labour negotiations, he had found employees as a whole "the most reasonable people with whom one could wish to deal." Where there were exceptions there was usually "a failure of management somewhere along the line."

Regarding foreign competition, Mr. Covert said that it was necessary to find out what makes a foreign competitor's goods sell. "It is not always because they are cheaper, but if he produces more cheaply we must strive to meet it. Surely with the know-how of American mass production and engineering at our doorstep, we can with ingenuity meet the challenge of foreign competition and not call on our government for protection."

Another thing we can do to better compete in the home market, he said, was to produce better goods and "probably at a



lower cost." We must look not only at labour costs but also at management costs, he pointed out.

Another thing he urged businessmen to do was to take a more active interest in politics.

### E. L. Harrison

We must adapt to the rapidly and constantly changing world trade patterns if we are to expand our export trade, said E. L. Harrison, President of the Vancouver Board of Trade in an address, "Improving Our Ability to Compete in World Markets."

"Our export trade is a major job creator and, with a comparatively small population and a restricted domestic market, it seems axiomatic that production for export—more than for the domestic market—holds the key to fuller employment," he pointed out.

It is the responsibility of government to ensure that its taxation policy permits the availability of sufficient capital for constant modernizing, equipping and developing of our productive capacity, all of which are necessary if we are to compete with other nations, Mr. Harrison said.

Government, in co-operation with exporters, must provide leadership in researching, planning and negotiating arrangements beneficial to our national interest.

Still on the market of government responsibility, he said: "Is it not distinctly possible that ill-conceived 'protective' legislation—provincial or federal—is hurting our export prospects?"

In his address Mr. Harrison dealt also with trade balances, our trade with the United States, and our adjustment to the European Common Market. He recommended that Canadian exporters not overlook the market potential of the "Pacific Rim" and that they make use of the federal Government's Foreign Trade Service.

### E. P. Taylor

E. P. Taylor, President, Argus Corporation Ltd., in an address at the annual dinner, listed several factors that he believed to be essential to the restoration of Canada's economic growth rate to at least 4 per cent a year. The factors will have to be the demands on the Canadian economy of 175 million customers in the United States and 180 Common Market customers, he said.

The first factor was our position with our largest customer, the United States, which has been accounting for about 55 to 60 per cent of our foreign trade. A number of tariffs, quotas and other restrictions have been interfering with our trade with

the U.S., and he believed that we should make every effort to remove these obstructions. We should encourage, possibly on a selective basis, some forms of free trade, or in any event progressively reduce tariffs along the lines of our rather successful experience with farm machinery.

The factor that should be given second priority was the European Common Market, now buying only 8 per cent of our exports. "This vigorously growing area, with an average standard of living well above that of North America, should provide in the years ahead substantially increased markets for many industrial raw materials and some fabricated products," Mr. Taylor said.

A third large market was Asia, which, with the underdeveloped countries, represents limitless demand over a long period.

"We should, of course, for humanitarian purposes and also in our own long-term interest extend considerably more assistance [to the underdeveloped countries] than we do at the present time," he said.

As a fourth factor Mr. Taylor included the steps we must take in domestic areas to ensure that our trade prospects come to fruition.

Our short-term problems of high unemployment and under-capacity operations of our productive facilities call for skilful co-ordination of fiscal, monetary and commercial policies. To make the best use of our resources, he said, we should:

—If necessary, institute some selective controls that would attempt to stop the erosion of some of our manufacturing industries;

—Take steps to increase productivity;

—Find a new approach in the relationship between business and government and between business and labour.

To improve co-ordination of economic policies between government agencies, a new ministry, perhaps of economic affairs, might be considered, Mr. Taylor suggested.

We need a close and critical study of our tax system, he continued, and we need to encourage expenditures on industrial research and development.

At the beginning of his address Mr. Taylor called for an attack on the problems of high unemployment and low rates of economic growth by vigorous and well co-ordinated programs to meet both near and long-term programs, as Britain was then doing and as Sweden had done. In Sweden, he pointed out, "low unemployment, balance of payments equilibrium and high level demand have been achieved by a combination of wise use of fiscal and monetary policies,

emphasis on low tariffs and a rather extraordinary co-operation among government, business and labour."

After citing the experience of France, West Germany and Australia, he declared that "in nearly every country in the world except the United States and Canada, some measures of control, usually a permit sys-

tem, exist to check the entry of goods or movement of capital when they are not considered desirable."

A permit system, he emphasized, has the effect of preventing the importation of unemployment by ensuring a high domestic content in the production of certain classes of consumer and capital goods.

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## 93rd Trades Union Congress

Votes 10 to 1 to expel Communist-dominated affiliate whose top officers had been convicted of fraud in conduct of union's elections. Rejects Government's appeal for restraint in wage demands, supports negotiations with Common Market

The 93rd Trades Union Congress, held in Portsmouth from September 4 to 8, voted 10 to 1 to expel a 250,000-member affiliate of which the five top officers had been convicted of fraud in the conduct of the union's elections. About 1,000 delegates attended, representing 185 unions with a total of 8,299,393 members.

The Congress was unanimous in rejecting the Chancellor of the Exchequer's appeal for restraint in pressing for wage increases, and in an emergency motion it reprehended his interference with the settlement of wage increases by arbitration.

The TUC gave cautious approval to the British Government's move to negotiate terms for entering the European Economic Community, with the reservation that the terms must include safeguards for British agricultural products and Commonwealth links.

On unilateral disarmament, a burning issue at last year's Congress, the meeting this year, by a majority of more than 2 to 1, voted in favour of a policy that was the reverse of that supported last year.

At the close of the Congress, the General Council elected a woman, Miss Anne Godwin of the Clerical and Administrative Workers Union, as its Chairman. Miss Godwin will therefore automatically preside at the 1962 Congress.

### Electrical Trades Union

A recommendation of the General Council for expulsion of the Electrical Trades Union was passed by a vote of 7,320,000 to 735,000—a majority of 6,585,000. (TUC unions vote on the basis of their total membership and each union casts its vote as a block.)

The recommendation came after the conviction by a high court of five of the head officers of the union, including the president, Frank Foulkes, on a charge of fraud in the conduct of the ETU's general election of officers. The expulsion was the first in the Congress since the 1920's.

In moving the expulsion of the union, George Woodcock, TUC General Secretary, said that since irregularities in the ETU's affairs had first come to the attention of the Congress exactly three years before, the General Council had tried in vain to get the union to vindicate itself. All the TUC had wanted, he said, was a convincing investigation into the union's affairs. But the ETU, using "every conceivable trick," had finally forced the Congress to the formal application of its rules.

The ETU, he recalled, had been given the choice of issuing a writ for libel or slander against its accusers or of co-operating with the General Council in an investigation conducted by people of judicial ability. And at a five-hour meeting the TUC had tried without avail to get the ETU executive to say what they intended to do about the fraud disclosed in the High Court action.

The TUC, he said, had no desire to interfere without warrant in a union's affairs, but now they had no choice.

The people found guilty by the court might have been Communists, Mr. Woodcock said, but he was not criticizing them because of that. In conclusion he said: "You are here to protect the integrity of the British trade unions. What do you do about fraud? That is the question Congress must decide."

Frank Foulkes, President of the ETU, speaking in defence, accused the General Council of seeking a verdict of guilty from



the Congress before knowing the result of the appeal by the defendants in the recent court case.

A suggestion that the TUC General Council should have asked the ETU to hold a ballot of their members on the issues brought a retort from J. T. Byrne, the new non-Communist general secretary of the ETU whom the High Court had ruled to be the rightfully elected candidate, and in whose favour it had deposed Frank Haxell, an acknowledged Communist. Mr. Byrne pointed out that under present conditions it would be impossible to submit a ballot. A committee of Communists and Trotskyists had been formed to destroy the General Secretary, and at the next rules revision conference 40 of the 50 delegates would be Communists, he said.

### Government's Appeal for Wages Restraint

The Congress unanimously rejected the appeal of the Chancellor of the Exchequer for wage restraint, and passed an emergency motion describing his interference with arbitration as "particularly dangerous."

H. Douglass, Iron and Steel Trades Confederation, in introducing the General Council's report on the economic situation, accused the Chancellor of having waited until he had "put himself and his government and ourselves into an impossible mess before he has come to us for co-operation." He complained of the Chancellor's failure to consult the General Council before announcing his wage pause, and to provide for a "profits pause."

He compared Britain's 14-per-cent increase in industrial production between 1955 and 1960 with the 40-per-cent increase in Germany and Italy and the 50-per-cent increase in France. Rates of increase of production in France and Germany were greater than in Britain, and all the evidence showed that the countries of Europe were using their manpower more effectively than Britain was.

It was no longer true that wages and working conditions on the Continent were lower than in Britain. On the contrary, if the present trend continued Continental countries would eventually be in a position to be able to charge Britain with dumping, because of the low wages here, the speaker said.

He denied the Chancellor's statement that wages in Britain were outrunning productivity. It was rather profits that were outrunning productivity. Why did not the Chancellor give some indication that his wage pause would not be a one-sided sacrifice, if sacrifice there must be?

The Chancellor should be informed that there were three conditions for co-operation by the unions: he must state what sacrifice he was prepared to ask of the wealthy sections of society; he must state his plans for dealing with the economic problem—trade unions were not interested in any advisory body divorced from the centre of power; and he must understand that the unions would not accept the view that unemployment was necessary to enable inflation to be dealt with.

After Mr. Douglass had finished speaking, Congress began a debate on two motions. One was an emergency motion sponsored by eight civil service unions, which deplored the imposition of a pay pause on civil servants and described the Chancellor's interference with arbitration as "particularly dangerous."

The second, a composite motion put forward by six unions, condemned the economic policies that the Government had followed in the interests of a class, and refused to accept the Chancellor's appeal for wage restraint.

A delegate from the Inland Revenue Staff Federation said that as long as profits remained unrestricted, as long as speculation was rife and capital gains remained untaxed, and as long as there were flagrant abuses of company expense accounts, the unions would ignore any plea for wage restraint.

A member of the Union of Post Office Workers said that his union, at a meeting with the Chancellor after the wage pause was imposed, had told him clearly that they would not co-operate in a policy that they interpreted as using them to provoke private industry to support a pay pause. Instead of co-operation, the Chancellor was promised active and vigorous opposition.

A Civil Service Union delegate contended that his union was subject to a double wage pause, because by the very nature of negotiations under the present procedure by the time an agreement or an arbitration award had been made the union members were already behind people outside the Government service. He accused the Chancellor of having wrecked the negotiating structure built up patiently over a number of years.

Frank Cousins, Secretary of the Transport and General Workers Union, said that he had already told the Chancellor that "where justifiable wage adjustment is resisted we shall use every method at our disposal to obtain it."

Both the emergency and the composite motions were carried unanimously.



## European Economic Community

The Congress approved the General Council's policy statement agreeing in principle to negotiations with the European Economic Community (Inner Six) with a view to joining the Community, subject to satisfactory safeguards "to meet the special needs of the United Kingdom, of the Commonwealth and of the European Free Trade Association (Outer Seven)."

A motion that held Britain's entry into the Common Market on the terms of the Home Treaty would be injurious to the national interests was decisively rejected by the delegates.

In introducing the General Council's supplementary report on European economic unity, Sir Alan Birch said that the Council agreed in principle with the Government's decision to open negotiations with the EEC on the terms of admission, but that it insisted on satisfactory safeguards.

It would be no use for the Government to produce a treaty that was clearly unacceptable to the people of Britain, and then "steamroller" it through with its Parliamentary majority, the Council had said.

The labour movement, according to the speaker, would never acquiesce in the signing away by a Conservative Government of the powers of a future Labour Government to pursue such socialist measures as redistributive taxation, common ownership and economic planning.

With regard to the Commonwealth, Sir Alan said it was essential to preserve both the political and economic ties with Britain, but that it must be realized that those ties were not in any way static. He thought it was realized by the Commonwealth countries that their main interest was to have an economically strong Britain, not one eclipsed by a more powerful entity, which was what the Common Market would become.

The General Council's policy statement said:

"The issue this morning is not whether the Treaty of Rome should be approved or rejected. A treaty has still to be negotiated. Our purpose should be not to pre-judge the issue, not to tie our hands, but to secure and record as great a measure of agreement as possible on principles which we believe should inspire the achievement of closer association between Britain and Europe."

A composite resolution from three unions was moved, declaring that entry into the Common Market by Britain on the basis of the Treaty of Rome would be injurious to the national interest, and instructing the General Council in the preparation of future

policy documents to emphasize the importance of developing trading relations with the Commonwealth and the underdeveloped countries. The resolution's mover said that the terms of the Treaty of Rome would be incompatible with the policies with which the trade union movement has been traditionally associated.

The supporters of the motion declared that if the terms of the Treaty were applied to Britain they would result in the erection of more trade barriers, including barriers against imports of foodstuffs from Australia and New Zealand, and against manufactured articles from Canada and India. This might lead to retaliation by those countries against British goods.

The composite motion was overwhelmingly defeated, and the General Council's supplementary report was agreed to by the Congress.

## Defence Policy

The Congress decisively reversed its stand of last year on unilateral disarmament policy (L.G., Oct. 1960, p. 1016) when it approved the General Council's statement on foreign policy and defence. The vote was 5,733,000 to 2,003,000, a majority of 3,730,000 in favour.

Of five other resolutions on defence, three were approved and two defeated.

Sir Alfred Roberts, in presenting the General Council's statement on foreign policy and defence, said the Council took the view that Britain's defence required membership in the western alliance and particularly membership in NATO, although they did not consider that NATO was an ideal military organization.

The Council, he said, did not oppose in principle foreign bases or the training of foreign troops in Britain.

Although the Council detested all weapons of mass destruction, they were convinced that for the West to renounce nuclear weapons would not reduce the dangers. Unilateral gestures were no substitute for negotiated agreements, Sir Alfred said. While the other side had nuclear weapons ready for use, the West's armies must have them too, although they should never be the first to use them.

The only satisfactory way of ensuring peace was to replace power politics by world government, which must begin in the practical way of increasing the scope and authority of the United Nations, the speaker said.

The delegate from the Civil Servants' Clerical Association who moved the resolution to endorse the General Council's policy

statement said that no government could pretend that it could contract out of its responsibilities in a world situation in which war involving nuclear weapons might break out anywhere. To contract out would encourage those who thought they could dominate the world to try to do it.

Another motion proposed by the Tobacco Workers' Union asked the Government to promote a meeting of the major powers, including China; and, as a means of easing international tension, to get rid of United States nuclear submarine bases in Britain, to oppose nuclear weapons for Germany, to refuse training facilities for German troops in Britain, and to support China's entry into the United Nations. This resolution was rejected, 4,607,000 to 3,053,000, a majority of 1,554,000.

Frank Cousins, the leader of the unilateral disarmament movement that was supported by the Congress last year, proposed a resolution calling on the Labour Party to base its policy for defence on the following principles: rejection of any defence policy based on the threat of the use of nuclear weapons, permanent cessation of the manufacture or testing of nuclear weapons, abolition of foreign bases in Britain, and a strengthening of the United Nations. He said that his union was opposed to the General Council's policy statement.

Mr. Cousins' resolution was rejected by a vote of 5,571,000 to 2,048,000.

A motion asking Congress to condemn the British Government's decision to allow the use of territory in Britain for the training of German troops, submitted by the National Union of Tailors and Garment Workers, was carried, 4,167,000 to 3,519,000.

A resolution was proposed that deplored the Russian resumption of the testing of nuclear weapons and appealed to Mr. Krushchev in the interests of humanity to stop the tests. Another called on all governments to abstain from further tests and to reconvene the Geneva conference to negotiate a permanent ban. Both resolutions were carried unanimously.

### Other Resolutions

Other resolutions passed by the Congress urged: an investigation into the possibility of establishing uniform minimum union dues and greater uniformity of benefits; a tax on all land sale transactions; a 40-hour work week; a minimum of three weeks' annual vacation and eight statutory holidays with pay; and compulsory daytime leave for young workers to attend vocational, educational and training courses.

The policy of the Canadian Labour Congress regarding international affairs was set forth by CLC President Claude Jodoin in a speech at the founding convention of the New Democratic Party in August.

Mr. Jodoin said the CLC position could be summarized in six points:

"1. We want an immediate end to the testing of nuclear weapons.

"2. We favour continuous and constructive negotiations toward universal disarmament under a system of international control and inspection.

"3. We say that Canada should refuse to have nuclear weapons on our soil or in the hands of our forces.

"4. We would like to see the gradual channeling of our defence expenditures into constructive peaceful projects.

"5. We seek a more active program directed toward the improvement of living standards in the countries which are economically less developed.

"6. We urge the strengthening of the United Nations as a single unit... We also think that there should be a national security force at the disposal of the United Nations."

The CLC President said he and his colleagues did not regard NATO "as an article of faith or a way of life; but we do believe that, at the moment, it is a means by which we can co-operate with those who have proven themselves to be our friends. We look for some major change in NATO and we hold the view that Canada can contribute to bringing these changes about by retaining our membership, rather than by cutting herself off in an isolated position outside the organization."

He repudiated the idea of a neutral position for Canada. "There are no completely neutral countries and there can be none," he said. "Trade unions have never been neutral. We have grown in an atmosphere of controversy... The very idea of neutralism is contrary to the philosophy of the trade union movement."

A composite motion moved by the National Union of Mineworkers called upon the General Council to institute a vigorous campaign to convince the Government and industry that a 40-hour week without loss of pay must come into effect without delay. The mover said that ILO statistics showed the average number of hours worked per week in manufacturing industry in Britain in 1960 was higher than in other West European countries, and considerably higher than the hours worked in Canada and the United States.

A speaker who moved another resolution on the same subject said that the British manual worker had 16 to 18 days holidays a year. By comparison, he said, workers were on holiday for 25 to 31 days in France, 25 to 28 days in West Germany, 31 days in Italy, 29 days in Sweden, 22 days



### New TUC Chairman

Miss Anne Godwin, who was elected chairman of the General Council of the Trades Union Congress at the close of the conference, is General Secretary of the 60,000-member Clerical and Administrative Workers Union.

She will be the presiding officer at the 1962 Congress.

in Belgium, 28 to 30 days in Finland, 26 to 27 days in Denmark, and 28 days in Holland and Norway.

Speaking on the motion regarding uniformity of union contributions and benefits, the mover said that a move toward a degree of uniformity would improve relations between unions. He considered that on the whole trade union contributions were too low, due in some cases to competition between unions in the same field. Another speaker pointed out that differences in strike pay could be an embarrassment when a dispute arose in a factory where different unions were operating.

Of two delegates who opposed the resolution, one said that he was against it because it would establish a principle of uniform strike pay, while his union's high level of strike pay had been established to enable workers in difficult circumstances to stick together in disputes. Another said that he could not accept the principle of equal contributions when there was such a disparity in pay between trade unionists.

A demand that daytime release from work for young workers taking technical or vocational training be made "mandatory, compulsory and unavoidable," contained in a motion from the Union of Shop, Distributive and Allied Workers, was carried unanimously. The resolution viewed with the gravest concern the present unsatisfactory situation in many trades and industries with regard to vocational education and training. It deplored the failure of many employers to provide technical training facilities and to encourage their employees to make use of them. It also stated that reliance on voluntary action by employers had proved inadequate, and it urged the

General Council to consider what action could be taken to secure compulsory release for day, block and sandwich courses.

The Congress unanimously approved a motion asking the Government, as a matter of urgency, to abolish all health service charges and all direct contributions by the workers to the cost of the National Health Service.

The General Council's refusal to send a delegation to Moscow for the British Trade Fair last May was upheld by a majority of only 496,000 in a card vote of 7,000,000. The Council's policy of objecting to exchanges of visits of delegations between British trade unions and unions in the Soviet block, and "cultural exchanges," was also supported by a very narrow margin of 3,827,000 to 3,783,000.

Sir Alfred Roberts, speaking for the Council, said that the refusal had been in complete accord with the policy of Congress. Experience had shown that "once the General Council sends an official delegation to a Communist country the utmost propaganda use will be made of that visit for their purposes and not for ours," he said.

### Stanley Knowles

The tidings of the birth of the New Democratic Party were brought to the Congress by Stanley Knowles, fraternal delegate from the Canadian Labour Congress.

After years of wandering, of trying American methods and of making Canadian experiments, Canadian socialists had come to the conclusion that the British way was the best, he told the delegates.

Canadian labour had finally realized that it must take its second arm—that of political action—from behind its back. "The only hope for the future of the world is in movements like ours," he said in conclusion.

George Meany, President of the AFL-CIO, was a visitor at the Congress for the first time for 15 years. He was not a fraternal delegate, however, and did not address the gathering.



# EMPLOYMENT REVIEW

ECONOMICS AND RESEARCH BRANCH

## Employment and Unemployment, October

Employment decreased by 15,000 between September and October, a decline somewhat less than usual for this time of year. Late harvesting in western Canada delayed the usual decline in farm employment.

Unemployment rose by 10,000 to 318,000, a rise that was less than seasonal.

Employment was 89,000 higher and unemployment 50,000 lower than a year earlier. During the month there was little change in the size of the labour force, which in the week ended October 14 was estimated at 6,538,000. Since mid-summer the labour force has grown relatively slowly, and in October was only 39,000 higher than a year earlier. This is attributable in part to increased school attendance.

### Employment

The decline in employment between September and October—15,000—was smaller than usual, owing to a relatively small drop in farm employment. A late harvesting season in the Maritime provinces and Quebec was largely responsible for the comparatively small decrease. Non-farm employment, on the other hand, increased during the month, though less than usual. In trade particularly, the number of additional workers hired was smaller than usual. A more substantial increase occurred in the service industry. In manufacturing, employment showed some decline during the month but remained substantially above that of a year earlier.

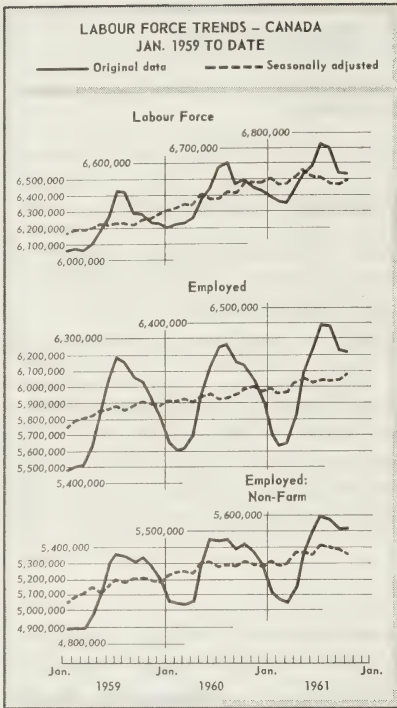
Of the estimated 6,220,000 employed, 4,522,000 were men and 1,698,000 were women; corresponding figures in September were 4,546,000 and 1,689,000. Employment in agriculture was an estimated 704,000 and in non-farm industries, 5,516,000.

Employment in October was 1.5 per cent higher than a year earlier. Non-farm employment was also up over the year by the same percentage. Employment of men increased by 52,000 over the year; of women, by 37,000. The increase in the number of employed women was the smallest in several years.

Regional employment changes between September and October mainly reflected differences in farm requirements. An additional 23,000 agricultural workers were employed in the Atlantic region; in the Ontario and Prairie regions, where harvesting was partly completed, farm employment declined seasonally by 46,000.

In comparison with a year earlier, employment levels varied considerably from region to region. Gains amounting to 4.6, 2.4 and 2.2 per cent respectively occurred in the Atlantic, Prairie and Pacific regions. In Ontario employment was up 1.0 per cent, although in non-farm industries it was 2.1 per cent higher. In Quebec there was virtually no change in employment over the year.

## Unemployment



Unemployment increased from 308,000 to 318,000 between September and October, much less than in the comparable periods of the past three years. Unemployment in October represented 4.9 per cent of the labour force, compared with 5.7 per cent a year earlier. A decline in the number of unemployed men accounted for almost all of the total decreases over the year.

Some 262,000 of the unemployed were men. Of these, 82,000 were under 25 years of age, 102,000 were 25 to 44 years of age, and 78,000 were 45 years of age or over. About 146,000, or slightly more than half, were married.

An estimated 56,000 women were unemployed in October. Of these, 32,000 were under 25 years of age, 16,000 were 25 to 44 years of age and fewer than 10,000 were 45 years of age or over. Some 35,000, or more than 60 per cent, were single.

The unemployed total was made up of 305,000 without work and seeking work, and 13,000 on temporary layoff. Of the former, 280,000 were seeking full-time work and 25,000 part-time work. Of the 318,000 unemployed in October, 34 per cent had been jobless for less than a month, 32 per cent for one to three months, 15 per cent for four to six months and 19 per cent for more than six months. The number seeking work for more than six months was somewhat greater than a year earlier.

### Regional Summaries

Employment in the **Atlantic** region increased between September and October by an estimated 12,000, to 571,000. Usually, at this time of year there is either no change or a small decline. Farm employment showed an unusually strong advance during the month, due, in part, to the late harvesting season. Forestry employment also increased more than usual, but other non-farm industries either remained stable or declined seasonally. The construction industry showed continuing strength, both residential and non-residential construction being maintained at high levels.

Unemployment in October, at an estimated 42,000, was 6.9 per cent of the labour force, compared with 7.6 per cent a month earlier and 7.8 per cent a year earlier.

Employment in October was 25,000, or 4.6 per cent, higher than a year earlier. About two thirds of the increase was in agriculture. The increase in non-agricultural employment was fairly widely distributed among the major industry groups; service and construction showed the largest gains.

In the week ended October 14, the Atlantic labour force was estimated at 613,000, up from 605,000 in September and 592,000 in October 1960.

Employment in the **Quebec** region remained virtually unchanged between September and October. Good weather favoured outdoor activities and was



a contributing factor in the increase in employment in forestry and construction. A labour dispute that had led to a large-scale work stoppage in the construction industry in Montreal was settled during the month. In manufacturing, new orders for ship repairs and refitting brought a sizeable increase in employment in shipbuilding from the low level of the past months. Some additional demand for labour came from the iron and steel and textile industries.

Unemployment remained unchanged over the month at 114,000, which was 6.3 per cent of the labour force, compared with 6.9 per cent a year earlier.

The labour force declined by 8,000 over the year, to 1,812,000. This decline was in contrast to an average year-to-year increase of almost 37,000 since 1953. The decline was related to increased school attendance. Agricultural employment remained firm over the year. Among the non-agricultural industries, manufacturing employment experienced an appreciable year-to-year rise. The improvement was shared both by consumers goods and producers goods industries and was most pronounced in transportation equipment and textiles. The latter industry experienced a shortage of skilled labour. The service industry showed an employment increase. Employment in forestry and in some service-producing industries declined over the year.

Employment in the **Ontario** region decreased slightly between September and October to 2,294,000. There was a sharp decline in agricultural employment as the harvesting season neared completion but a moderate increase in non-farm employment, to which manufacturing and services contributed. Employment in agriculture fell to 158,000 from 179,000; in non-farm industries it rose to 2,136,000 from 2,122,000.

Increased activity was noticeable in automobiles, electrical equipment and appliances, furniture and clothing. Machinists, tool and cabinet makers were in strong demand; more workers were required in business and personal services; and nurses, stenographers and specialized clerical workers were in short supply. Employment in the construction industry held fairly steady. Production was resumed in the agricultural implements industry after the preceding month's seasonal layoffs.

Unemployment in October, at 92,000, was 3.9 per cent of the labour force, compared with 3.5 per cent a month earlier and 5.0 per cent a year earlier.

Employment in non-farm industries was 44,000 higher than a year earlier; farm employment declined by 22,000. The gain in non-farm employment was largely in manufacturing, but services, trade, finance and insurance also contributed. In the construction industry, the volume of residential construction was higher than a year earlier and employment in the industry as a whole was just about unchanged. The opening of numerous shopping plazas and discount houses has increased employment in trade. Mining employment was still below that of a year earlier.

In the week ended October 14, the Ontario labour force was estimated at 2,386,000, only slightly higher than the estimate of 2,384,000 in September and slightly lower than the estimated 2,392,000 in October 1960.

Employment in the **Prairie** region decreased by 16,000 between September and October, somewhat less than is usual for this period. It fell to 1,106,000 from 1,122,000 in September; in October 1960 it was estimated at 1,080,000. Agricultural employment decreased by an estimated 25,000, about an average decline for the season. Non-agricultural employment showed some increase, with sizeable gains in trade and service. The construction industry was very active during the month, as continuing good weather aided pipeline and highway



construction. A few layoffs occurred in iron and steel plants during October, but elsewhere in manufacturing employment showed little change.

Unemployment in October, at an estimated 36,000, was 3.2 per cent of the labour force compared with 2.9 per cent a month earlier and 2.8 per cent a year earlier.

Employment in October was 26,000 higher than a year earlier. More than half of this increase was in agriculture, and manufacturing accounted for most of the remainder. Total mining employment showed little year-to-year change as an increase in metal mining was largely offset by decreases in oil and gas exploration and in coal mining.

In the week ended October 14, the Prairie labour force was estimated at 1,142,000, compared with 1,156,000 in September and 1,111,000 in October 1960.

Employment in the **Pacific** region, at an estimated 551,000, was virtually unchanged between September and October. Seasonal layoffs were reported in canning, food processing and textiles. Employment was also reduced in saw-mills and plywood plants, reportedly because of high inventories and reduced orders. In most other manufacturing industries employment was stable. The shipbuilding industry reported normal activity in Vancouver but slackening in the Victoria dockyards. Employment in forestry continued at a high level and there was some additional demand for loggers, as the industry attempted to make up for time lost through closures because of the fire hazard. The aluminum smelter at Kitimat has resumed operations and most of the laid-off workers have been recalled. Total construction employment showed little change.

Unemployment rose to 5.8 per cent of the labour force from 5.3 per cent a month earlier but was down from 7.7 per cent a year earlier. October unemployment numbered 34,000.

Employment rose by 12,000 over the year. Agricultural employment declined appreciably, due to the earlier completion of the fruit and vegetable harvests, but the decline was more than offset by increased employment in non-agricultural industries. The resources industries, manufacturing and service contributed to the improvement in employment. Increased exports accounted for higher activity in mining. In manufacturing, iron and steel products in particular reported higher production and employment. Construction employment declined over the year.

In the week ended October 14, the Pacific labour force, at an estimated 585,000, was unchanged from the September estimate and only slightly higher than the estimated 584,000 in October 1960.

#### LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance	
	1		2		3	
	October 1961	October 1960	October 1961	October 1960	October 1961	October 1960
Metropolitan.....	—	1	6	8	6	3
Major Industrial.....	1	—	20	23	5	3
Major Agricultural.....	—	—	3	3	11	11
Minor.....	—	—	25	30	33	28
Total.....	1	1	54	64	55	45

# CLASSIFICATION OF LABOUR MARKET AREAS—OCTOBER

	SUBSTANTIAL LABOUR SURPLUS	MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
<b>METROPOLITAN AREAS</b> (labour force 75,000 or more)		CALGARY Hamilton ← ST. JOHN'S ← Vancouver- New Westminster Windsor WINNIPEG ←	Edmonton Halifax Montreal Ottawa-Hull Quebec-Levis Toronto	
<b>MAJOR INDUSTRIAL AREAS</b> (labour force 25,000-75,000; 60 per cent or more in non-agri- cultural activity)	Sydney	Brantford Corner Brook Cornwall FT. WILLIAM- PT ARTHUR ← Joliette KINGSTON ← Lac St. Jean Moncton New Glasgow Niagara Peninsula → OSHAWA Peterborough Rouyn-Val d'Or Saint John SARNIA ← Shawinigan Sherbrooke Timmins Kirkland Lake Trois Rivières Victoria	Farnham-Granby Guelph Kitchener London Sudbury	
<b>MAJOR AGRICULTURAL AREAS</b> (labour force 25,000-75,000; 20 per cent or more in agricultural)		BARRIE ← THETFORD-LAC MEGANTIC- ST. GEORGES ← Yorkton	Brandon Charlottetown Chatham Lethbridge Moose Jaw North Battleford Prince Albert Red Deer Regina Riviere du Loup Saskatoon	
<b>MINOR AREAS</b> (labour force 10,000 to 25,000)		BEAUHARNOIS ← Campbellton Chilliwack DAUPHIN ← DRUMMOND- VILLE ← Fredericton Gaspé KAMLOOPS ← MEDICINE HAT ← MONTMAGNY ← NEWCASTLE ← OKANAGAN VALLEY ← Pembroke Prince George-Quesnel PRINCE RUPERT ← Quebec North Shore Rimouski Ste. Agathe-St. Jerome St. Jean St. Stephen Sorel TRURO ← VALLEYFIELD ← VICTORIAVILLE ← Yarmouth	Bathurst Belleville-Trenton Bracebridge Brampton → BRIDGEWATER Cranbrook → CENTRAL VAN- COUVER ISLAND Dawson Creek Drumheller Edmundston Galt Goderich Grand Falls Kentville Kitimat Lachute-St. Therese → LINDSAY Listowel North Bay Owen Sound Portage la Prairie St. Hyacinthe St. Thomas Sault Ste. Marie Simcoe Stratford Summerside Swift Current Trail-Nelson Walkerton Weyburn Woodstock, N.B. Woodstock-Tillamburg	

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification used, see page 624, July issue.

# Current Labour Statistics

(Latest available statistics at November 15, 1961)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force.....(a) (000)	October 14	6,538	- 0.1	+ 0.6
Employed.....(000)	October 14	6,220	- 0.3	+ 1.5
Agriculture.....(000)	October 14	704	- 2.8	+ 1.3
Non-agriculture.....(000)	October 14	5,516	+ 0.1	+ 1.5
Paid workers.....(000)	October 14	5,085	+ 0.2	+ 1.9
At work 35 hours or more.....(000)	October 14	3,716	- 30.9	- 0.9
At work less than 35 hours.....(000)	October 14	2,287	+256.2	+ 4.0
Employed but not at work.....(000)	October 14	217	- 0.5	+ 20.6
Unemployed.....(000)	October 14	318	+ 3.2	- 13.6
Atlantic.....(000)	October 14	42	- 8.7	- 8.7
Quebec.....(000)	October 14	114	0.0	- 9.5
Ontario.....(000)	October 14	92	+ 10.8	- 23.3
Prairie.....(000)	October 14	36	+ 5.9	+ 16.1
Pacific.....(000)	October 14	34	+ 9.7	- 24.5
Without work and seeking work.....(000)	October 14	305	+ 4.5	- 12.1
On temporary layoff up to 30 days.....(000)	October 14	13	- 18.8	- 38.1
Industrial employment (1949-100).....	August	123.6	+ 0.9	+ 0.4
Manufacturing employment (1949-100).....	August	112.9	+ 1.8	+ 1.1
Immigration.....	1st 9 Mos. 1961	56,168	-	- 33.0
Destined to the labour force.....	1st 9 Mos. 1961	27,872	-	- 37.1
<i>Strikes and Lockouts</i>				
Strikes and lockouts.....	October	58	+ 9.4	+ 3.6
No. of workers involved.....	October	41,043	+284.9	+ 354.7
Duration in man days.....	October	428,650	+306.3	+ 371.9
<i>Earnings and Income</i>				
Average weekly wages and salaries (ind. comp.).....	August	\$78.26	0.0	+ 3.1
Average hourly earnings (mfg.).....	August	\$1.82	0.0	+ 3.4
Average hours worked per week (mfg.).....	August	40.8	+ 0.5	+ 0.7
Average weekly wages (mfg.).....	August	\$74.23	+ 0.4	+ 3.9
Consumer price index (1949-100).....	October	129.2	+ 0.1	- 0.2
Index numbers of weekly wages in 1949 dollars (1949-100)	August	137.8	+ 0.4	+ 3.4
Total labour income.....\$000,000	August	1,663	+ 0.7	+ 4.5
<i>Industrial Production</i>				
Total (average 1949-100).....	September	180.0	+ 5.0	+ 5.9
Manufacturing.....	September	161.3	+ 5.1	+ 6.0
Durables.....	September	152.5	+ 7.2	+ 7.2
Non-durables.....	September	168.7	+ 3.6	+ 5.2

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also page 624 July issue.



# COLLECTIVE BARGAINING REVIEW

ECONOMICS AND RESEARCH BRANCH

The comparatively high level of collective bargaining activity in Canada in recent months continued in October; important negotiations were in progress in a number of key industries. In automobile manufacturing, various locals of the **United Automobile Workers** were engaged in negotiations with the "Big Three" automobile producers. Negotiations had started at **General Motors** and the **Chrysler Corporation** in September and were extended to the **Ford Motor Company** in October. A total of 33,000 auto workers will be affected by the outcome of these talks. In telephone communications, bargaining began between the **Bell Telephone Company** and the **Traffic Employees** and the **Canadian Telephone Employees** unions, which together represent 28,000 workers in the plant, office, traffic and equipment sales departments of the company. In the same industry, the **International Brotherhood of Electrical Workers** continued negotiations for a new agreement covering 1,100 plant and craft department employees of the **Alberta Government Telephones**. The **Teamsters**, who in previous months had been bargaining with motor transportation associations in Quebec and Ontario, opened negotiations in British Columbia with the **Motor Transport Labour Relations Council**, representing some 23 cartage firms in the Vancouver area.

During October, 16 major settlements covering a total of 26,600 workers were reached. In a settlement affecting 6,000 workers, the **Paper Makers**, the **Pulp and Paper Mill Workers** and **Operating Engineers** arrived at a new two-year agreement with **Canadian International Paper** mills at Three Rivers, Gatineau, Temiskaming, La Tuque in Quebec, Hawkesbury in Ontario, and Dalhousie in New Brunswick. The major terms of the new agreement followed the general pattern established by recent one-year pulp and paper industry settlements that have provided for a 5-cent-an-hour increase in wages and a 1-cent-an-hour advance in shift differentials. In the Canadian International Paper contract, these increases were granted for each year of the two-year agreement. The first wage increase of 5 cents an hour was made retroactive to May 1, 1961 and the second 5-cent increase is to become effective a year later, at which time the base rate will become \$2.03 per hour. Part of the settlement was the acceptance of the principle of continuous operations in the newsprint mills, an issue that has proved to be a stumbling block in the current round of negotiations with other companies in the pulp and paper industry. In Montreal, 4,200 workers employed by the **Montreal Transportation Commission** were affected by a new three-year agreement negotiated by the **Railway, Transport and General Workers**. The agreement provided for improvements in fringe benefits and wage increases that will raise the hourly rates for fully trained bus drivers from \$1.91 an hour to \$2.12 an hour and for labourers from \$1.65 to \$1.86 an hour over the life of the contract.

An interesting development occurred during October when the **Queen Elizabeth Hotel** in Montreal and the **Hotel Employees** union, by mutual consent, set aside an existing agreement with a full year to run and negotiated a new three-year contract, to terminate on October 24, 1964. In the new

agreement, approximately 1,000 hourly rated employees received an immediate 5-cent-an-hour increase and deferred increases of 2 cents an hour and 3 cents an hour in October 1962 and 1963, respectively.

In addition to the major settlements reported in October, conditional agreement was reached in two other major negotiations. At **Canadian Westinghouse** the **United Electrical Workers** agreed to accept a new 30-month contract, subject to ratification by the union membership. A memorandum of agreement was also signed by the **Public Employees** and the **Hamilton General Hospitals**, subject to acceptance by the hospitals' Board of Governors.

## Collective Bargaining Calendar

The "Bargaining Calendar for 1962" listing the major agreements (exclusive of those in the construction industry) that are due to expire during 1962, according to the month in which they terminate, appears on page 1132.

## Collective Bargaining Scene

Agreements covering 500 or more employees,  
excluding those in the construction industry

### Part I—Agreements Expiring During November and December 1961 and January 1962

(except those under negotiation in October)

Company and Location	Union
Anaconda American Brass, New Toronto, Ont. ....	Auto Wkrs. (AFL-CIO/CLC)
Asbestos Corporation, Thetford Mines, Que. ....	Mining Empl. Federation (CNTU)
Assn. Patronale des Services Hospitaliers, (5 hospitals), Drummondville & other points, Que.	Service Empl. Federation (CNTU)
Babcock-Wilcox & Goldie-McCulloch, Galt, Ont.	Nat. Council of Cdn. Labour (Ind.)
Bindery room employers, Toronto, Ont. ....	Bookbinders (AFL-CIO/CLC)
Brewers' Warehousing, province-wide, Ont. ....	Brewery Wkrs. (AFL-CIO/CLC)
Bristol Aero-Industries, Winnipeg, Man. ....	Machinists (AFL-CIO/CLC)
C.N.R., C.P.R., other railways, system-wide ....	15 unions (non-operating empl.)
Canadian Marconi, Montreal, Que. ....	Salaried Empl. Assoc. (Ind.)
Cdn. Industries Ltd., Millhaven, Ont. ....	Oil Wkrs. (AFL-CIO/CLC)
Cdn. Johns-Manville, Asbestos, Que. ....	Mining Empl. Federation (CNTU)
Cockshutt Farm Equip., Brantford, Ont. ....	Auto Wkrs. (AFL-CIO/CLC)
Dominion Glass, Hamilton, Ont. ....	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
Dosco Fabrication Divs., Trenton, N.S. ....	Steelworkers (AFL-CIO/CLC)
Dow Brewery, Montreal & Quebec, Que. ....	Brewery Wkrs. (AFL-CIO/CLC)
Dryden Paper, Dryden, Ont. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Eastern Can. Stevedoring, Halifax, N.S. ....	Railway Clerks (AFL-CIO/CLC)
Edmonton City, Alta. ....	I.B.E.W. (AFL-CIO/CLC)
Hiram Walker & Sons, Walkerville, Ont. ....	Distillery Wkrs. (AFL-CIO/CLC)
International Nickel, Port Colborne, Ont. ....	Mine, Mill & Smelter Wkrs. (Ind.)
International Nickel, Sudbury, Ont. ....	Mine, Mill & Smelter Wkrs. (Ind.)
Johnson's Asbestos, Thetford Mines, Que. ....	Mining Empl. Federation (CNTU)
Kelly, Douglas, company-wide, B.C. ....	Empl. Assoc. (Ind.)
Lake Asbestos of Que., Black Lake, Que. ....	Mining Empl. Federation (CNTU)
Mannesmann Tube, Sault Ste. Marie, Ont. ....	Steelworkers (AFL-CIO/CLC)
Miramichi Lumber, Chatham Industries & others, Miramichi Ports, N.B. ....	Miramichi Trades & Labour (Ind.)
Motor Trans. Ind. Relations Bureau (north. general freight), Ont. ....	Teamsters (Ind.)
Nfld. Employers' Assn., St. Johns, Nfld. ....	Longshoremen's Protective Union (Ind.)
Normetal Mining, Normetal, Que. ....	Steelworkers (AFL-CIO/CLC)
North York Township, Ont. ....	Public Empl. (CLC) (outside empl.)
Ottawa City, Ont. ....	Public Empl. (CLC)
Ottawa Civic Hospital, Ottawa, Ont. ....	Public Empl. (CLC)
Phillips Electrical, Brockville, Ont. ....	I.U.E. (AFL-CIO/CLC)
Quemont Mining, Noranda, Que. ....	Steelworkers (AFL-CIO/CLC)
Regina General Hospital, Regina, Sask. ....	Public Empl. (CLC)
Rio Algom Mines, (Nordic Mine), Algoma Mills, Ont. ....	Steelworkers (AFL-CIO/CLC)
Rio Algom Mines, (Milliken Mine), Elliot Lake, Ont. ....	Steelworkers (AFL-CIO/CLC)
Rowntree Co., Toronto, Ont. ....	Retail, Wholesale Empl. (AFL-CIO/CLC)
Scarborough Township, Ont. ....	Public Empl. (CLC) (outside empl.)
Toronto Electric Commissioners, Ont. ....	Public Service Empl. (CLC)

Company and Location	Union
Toronto Transit Commission, Ont. ....	Street Railway Empl. (AFL-CIO/CLC)
University Hospital, Saskatoon, Sask. ....	Building Service Empl. (AFL-CIO/CLC)
Victoria Hospital, London, Ont. ....	Building Service Empl. (AFL-CIO/CLC)

## Part II—Negotiations in Progress During October 1961

### Bargaining

Company and Location	Union
Alta. Govt. Telephones .....	I.B.E.W. (AFL-CIO/CLC) (plant empl.)
Algoma Ore Properties, Wawa, Ont. ....	Steelworkers (AFL-CIO/CLC)
Algoma Steel, Sault Ste. Marie, Ont. ....	Steelworkers (AFL-CIO/CLC)
Avro & Orenda Engines, Malton, Ont. ....	Machinists (AFL-CIO/CLC) (plant empl.)
Avro & Orenda Engines, Malton, Ont. ....	Machinists (AFL-CIO/CLC) (salaried empl.)
Automatic Electric, Brockville, Ont. ....	I.U.E. (AFL-CIO/CLC)
B.C. Electric, company-wide .....	I.B.E.W. (AFL-CIO/CLC)
B.C. Electric, company-wide .....	Office Empl. (AFL-CIO/CLC)
Bell Telephone, Que. & Ont. ....	Cdn. Telephone Empl. (Ind.) (clerical empl.)
Bell Telephone, Que. & Ont. ....	Cdn. Telephone Empl. (Ind.) (equip. salesmen)
Bell Telephone, Que. & Ont. ....	Cdn. Telephone Empl. (Ind.) (plant dept.)
Bell Telephone, Que. & Ont. ....	Traffic Empl. (Ind.) (traffic)
Building material suppliers, Vancouver & Fraser Valley, B.C. ....	Teamsters (Ind.)
C.B.C., company-wide .....	Moving Picture Machine Operators (AFL-CIO/CLC)
Can. Steamship Lines, Ont. & Que. ....	Seafarers (AFL-CIO)
Canadian Celanese, Drummondville, Que. ....	Textile Wkrs. Union (AFL-CIO/CLC)
Cdn. Cannery, Vancouver, Penticton & Ashcroft, B.C. ....	Packinghouse Wkrs. (AFL-CIO/CLC)
Cdn. Steel Foundries, Montreal, Que. ....	Steel & Foundry Wkrs. (Ind.)
Chrysler Corporation, Windsor, Ont. ....	Auto Wkrs. (AFL-CIO/CLC)
Clothing Mfrs. Assn., Quebec, Farnham & Victoriaville, Que. ....	Clothing Wkrs. Federation (CNTU)
Cluett Peabody, Kitchener & Stratford, Ont. ....	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
Crane Limited, Montreal, Que. ....	Steelworkers (AFL-CIO/CLC)
Cyanamid of Canada, Welland, Ont. ....	Chemical Wkrs. (AFL-CIO/CLC)
Dominion Stores, Toronto, Hamilton & other locations, Ont. ....	Retail, Wholesale Empl. (AFL-CIO/CLC)
Dom. Structural Steel, Montreal, Que. ....	Mine Wkrs. (Ind.)
Donahue Bros., Clermont, Que. ....	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Dosco, Cdn. Bridge, Walkerville, Ont. ....	Steelworkers (AFL-CIO/CLC)
Dosco (Wabana Mines), Bell Island, Nfld. ....	Steelworkers (AFL-CIO/CLC)
DuPont of Canada, Shawinigan, Que. ....	Cellulose Wkrs. Assn. (Ind.)
Eldorado Mining, Eldorado, Sask. ....	Mine, Mill & Smelter Wkrs. (Ind.)
Ford of Canada, Windsor, Oakville & North York, Ont. ....	Auto Wkrs. (AFL-CIO/CLC)
Fry-Cadbury, Montreal, Que. ....	Bakery Wkrs. (CLC)
Garment Mfrs. Assn., Winnipeg, Man. ....	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
General Motors & subsidiaries, Oshawa, Windsor, St. Catharines, Scarborough & London, Ont. ....	Auto Wkrs. (AFL-CIO/CLC)
Hopital Hotel-Dieu, Montreal, Que. ....	Service Empl. Federation (CNTU)
Hospitals (6), Montreal & District, Que. ....	Service Empl. Federation (CNTU)
House of Seagrams, Que., Ont. & B.C. ....	Distillery Wkrs. (AFL-CIO/CLC)
Ladies Cloak & Suit Mfrs. Assn., Winnipeg, Man. ....	Ladies Garment Wkrs. (AFL-CIO/CLC)
Lake Carriers' Assn., eastern Canada ....	Seafarers (AFL-CIO)
Maritime Tel. & Tel. & Eastern Electric, company-wide .....	I.B.E.W. (AFL-CIO/CLC) (plant empl.)
Massey-Ferguson, Toronto, Brantford & Woodstock, Ont. ....	Auto Wkrs. (AFL-CIO/CLC)
Motor Trans. Ind. Relations Bureau, Ont. ....	Teamsters (Ind.) (drivers)
Motor Trans. Ind. Relations Bureau, Ont. ....	Teamsters (Ind.) (mechanics)
Motor Trans. Labour Relations Council, B.C. ....	Teamsters (Ind.)
National Harbours Board, Montreal, Que. ....	Railway Clerks (AFL-CIO/CLC)
Northern Electric, Toronto, Ont. ....	Communications Wkrs. (AFL-CIO/CLC)
Northwestern Utilities & Cdn. West Natural Gas, Alta. ....	Empl. Benefit Assn. (Ind.) & Empl. Welfare Assn. (Ind.)
Notre Dame Hospital, Montreal, Que. ....	Service Empl. Federation (CNTU)
Ottawa Transportation Commission, Ont. ....	Street Railway Empl. (AFL-CIO/CLC)
Page-Hersey Tubes, Welland, Ont. ....	U.E. (Ind.)
Provincial Transport, Que. ....	Railway, Transport & General Wkrs. (CLC)
Que. Natural Gas, company-wide .....	Chemical Wkrs. (AFL-CIO/CLC)
Royal Victoria Hospital, Montreal, Que. ....	Bldg. Service Empl. (AFL-CIO/CLC)
Safeway, Shop-Easy & others, Victoria, Vancouver & New Westminster, B.C. ....	Butcher Workmen (AFL-CIO/CLC)
Sask. Wheat Pool (Elevator Div.) Ont., Man., Sask. & B.C. ....	Sask. Wheat Pool Empl. (CLC)
Shawinigan Power, company-wide, Que. ....	Empl. Assn. (Ind.)
Shell Oil, Montreal East, Que. ....	Empl. Council (Ind.)



Company and Location	Union
Stelco (Canada Works), Hamilton, Ont. ....	Steelworkers (AFL-CIO/CLC)
Stelco (Hamilton Works), Hamilton, Ont. ....	Steelworkers (AFL-CIO/CLC)
Stelco, Montreal, Que. ....	Steelworkers (AFL-CIO/CLC)
Towboat Owners' Assn., B.C. ....	Merchant Service Guild (CLC)
Vancouver City, B.C. ....	Civic Empl. (Ind.) (outside empl.)
Vancouver City, B.C. ....	Public Empl. (CLC) (inside empl.)
Winnipeg City, Man. ....	Fire Fighters (AFL-CIO/CLC)
Winnipeg Transit Dept., Man. ....	Street Railway Empl. (AFL-CIO/CLC)

#### Conciliation Officer

Calgary City, Alta. ....	Public Empl. (CLC) (inside empl.)
Campbell Chibougamau Mines, Chibougamau, Que. ....	Steelworkers (AFL-CIO/CLC)
Consolidated Paper, Cap de la Madeleine & Three Rivers, Que. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Grand'Mere, Que. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Les Escoumins, Que. ....	Pulp & Paper Wkrs. Federation (CNTU)
Consolidated Paper, Port Alfred, Que. ....	Pulp & Paper Wkrs. Federation (CNTU)
Consolidated Paper, Ste-Anne de Portneuf, Que. ....	Pulp & Paper Wkrs. Federation (CNTU)
Consolidated Paper, Shawinigan, Que. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
E. B. Eddy, Hull, Que. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Howard Smith Paper, Cornwall, Ont. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Smith Transport, Montreal, Que. ....	Teamsters (Ind.)
Spruce Falls & Kimberley-Clark, Kapuskasing, Ont. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
T.C.A. company-wide ....	Air Line Pilots (Ind.)
T.C.A. company-wide ....	Sales Empl. (Ind.)
Trucking Assn. of Que., province-wide ....	Teamsters (Ind.)

#### Conciliation Board

B.A. Oil, Clarkson, Ont. ....	Oil Wkrs. (AFL-CIO/CLC)
Bowater's Nfld. Paper, Corner Brook, Nfld. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Canada Cement, N.B., Que., Ont., Man. & Alta. ....	Cement Wkrs. (AFL-CIO/CLC)
C.N.R., system-wide ....	Locomotive Engineers (Ind.)
C.N.R., system-wide ....	Locomotive Firemen & Enginemen (AFL-CIO/CLC)
C.N.R., system-wide ....	Trainmen (AFL-CIO/CLC)
C.P.R., system-wide ....	Locomotive Engineers (Ind.)
C.P.R., system-wide ....	Locomotive Firemen & Enginemen (AFL-CIO/CLC)
C.P.R. system-wide ....	Trainmen (AFL-CIO/CLC)
Hamilton Cotton & subsids., Hamilton, Dundas & Trenton, Ont. ....	Textile Wkrs. Union (AFL-CIO/CLC)
Hamilton General Hospitals, Hamilton, Ont. ....	Public Empl. (CLC)
Motor Trans. Ind. Relations Bureau (car carriers), Ont. ....	Teamsters (Ind.)
Ontario Hydro, company-wide ....	Public Service Empl. (CLC)
Polymer Corporation, Sarnia, Ont. ....	Oil Wkrs. (AFL-CIO/CLC)
Union composing rooms, Toronto, Ont. ....	Typographical Union (AFL-CIO/CLC)
Winnipeg City, Man. ....	Public Service Empl. (CLC)

#### Post-Conciliation Bargaining

Cdn. Westinghouse, Hamilton, Ont. ....	U.E. (Ind.)
Noranda Mines, Noranda, Que. ....	Steelworkers (AFL-CIO/CLC)

#### Arbitration

Hotel Dieu St. Vallier, Chicoutimi, Que. ....	Service Empl. Federation (CNTU)
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#### Work Stoppage

Fisheries Assn., B.C. ....	United Fishermen (Ind.) (herring fishermen)
Hotel Royal York (CPR), Toronto, Ont. ....	Hotel Empl. (AFL-CIO/CLC)

### Part III—Settlements Reached During October 1961

(A summary of major terms on the basis of information immediately available. Figures for the number of employees covered are approximate.)

ASSN. DES MARCHANDS DETAILLANTS (PRODUITS ALIMENTAIRES), QUEBEC, QUE.—COMMERCE EMPL. FEDERATION (CNTU): current agreement covering 1,000 empl. extended for one yr. without change.

ATLANTIC SUGAR REFINERIES, SAINT JOHN, N.B.—BAKERY WKRS. (CLC): 3-yr. agreement covering 520 empl.—a general increase of 4¢ an hr. eff. Oct. 18, 1961, another 3¢ an hr. eff. March 2 and 4¢ on Sept. 2, 1962, another 3¢ eff. March 3, 1963 and a final increase of 8¢ an hr. eff. Sept. 1, 1963; retroactive pay of \$10; double time for Sunday work instead of time and one half; eff. Jan. 1962 all empl. with 20 yrs. continuous service will be entitled to 3 wks. vacation; eff. Jan. 1963, the 3 wks. vacation will be extended to empl. with 15 yrs. service and in Jan. 1964 to those with 10 yrs. service; new labour rate after final increase on Sept. 1, 1963 will be \$1.72 an hr. for male empl.

CDN. INTERNATIONAL PAPER, N.B., QUE. & ONT.—PAPER MAKERS (AFL-CIO/CLC) PULP & PAPER MILL WKRS. (AFL-CIO/CLC) & OPER. ENGINEERS (AFL-CIO): 2-yr. agreement covering 6,000 empl.—5¢ an hr. increase retroactive to May 1, 1961 and a further increase of 5¢ an hr. eff. May 1, 1962; 1¢ an hr. increase in shift premiums eff. May 1, 1961, increasing afternoon shift differential to 6¢ an hr. and the evening shift differential to 9¢ an hr.; a further 1¢ an hr. increase in shift premium eff. May 1, 1962, increasing the shift differentials to 7¢ and 10¢ an hr.; 1 additional floating holiday for a total of 4 floating and 4 statutory holidays annually; company contributions for hospital insurance premiums increased from \$2.15 to \$3.15 a mo. for each empl. retroactive to May 1, 1961 and to \$4.15 a mo. eff. May 1, 1962; agreement in principle on continuous operations; when continuous operations introduced paper makers to receive an extra 5¢ an hr. and mechanical and related trades, an extra 10¢ an hr.; 4 wks. vacation after 23 yrs. of continuous service to become eff. Jan. 1, 1962 (previously 4 wks. after 25 yrs.); basic rate after the final increase becomes eff. on May 1, 1962 will be \$2.03 an hr.

DOMINION STORES, MONTREAL AND VICINITY, QUE.—RETAIL CLERKS (AFL-CIO/CLC): 2-yr. agreement covering 1,000 empl.—a general increase of \$4.50 a wk. retroactive to Sept. 4, 1961; an additional \$2.50 a wk. eff. Sept. 1, 1962; eff. on Oct. 23, 1961 work week was reduced from 43 hrs. to 42 hrs., a further reduction to 41 hrs. will become eff. Sept. 10, 1962 and a final reduction to 40 hrs. will be eff. Mar. 4, 1963; take-home pay is to remain unchanged by the reductions in the work week; 2 additional half holidays a yr.; 3 wks. vacation annually for empl. with 12 yrs. of continuous service (formerly 3 wks. after 15 yrs.); 4 wks. vacation after 23 yrs. of continuous service (formerly no provision for 4 wks.); Christmas bonus increased from \$100 to \$125.

DONNACONA PAPER, DONNACONA, QUE.—PULP & PAPER WKRS. FEDERATION (CNTU): 2-yr. agreement covering 800 empl.—5¢ an hr. increase retroactive to May 1, 1961 plus a 4¢ an hr. increase retroactive to Oct. 1, 1961 and a final increase of 6¢ an hr. eff. May 1, 1962; 3 wks. annual vacation after 10 yrs. continuous service (formerly 3 wks. after 15 yrs.); labour rate after final increase on May 1, 1962 will be \$1.93 an hr.

EDMONTON CITY, ALTA.—PUBLIC EMPL. (CLC) (CLERICAL EMPL.): 1-yr. agreement covering 1,275 empl.—a general increase of 2½% for all empl.

GREAT LAKES PAPER, FORT WILLIAM, ONT.—PAPER MAKERS (AFL-CIO/CLC), PULP & PAPER MILL WKRS. (AFL-CIO/CLC): 1-yr. agreement covering 1,125 empl.—5¢ an hr. increase retroactive to May 1, 1961; 1¢ an hr. increase in shift differentials; 4 wks. annual vacation after 23 yrs. of continuous service (previously 4 wks. after 25 yrs.); 1 additional floating holiday for a total of 3 floating and 5 statutory holidays annually.

KIMBERLEY-CLARK PULP & PAPER, TERRACE BAY, ONT.—I.B.E.W. (AFL-CIO/CLC), PULP & PAPER MILL WKRS. (AFL-CIO/CLC): 1-yr. agreement covering 520 empl.—a general increase of 3¢ an hr. retroactive to May 1, 1961; 1¢ an hr. increase in shift differentials; an additional floating holiday for a total of 3 floating and 4 statutory holidays annually.

MARATHON CORP. OF CAN., MARATHON, ONT.—PULP & PAPER MILL WKRS. (AFL-CIO/CLC): 1-yr. agreement covering 500 empl.—a general increase of 3¢ an hr.; 1¢ an hr. increase in shift differentials; an additional floating holiday for a total of 3 floating and 5 statutory holidays annually.

MARITIME TEL. & TEL., COMPANY-WIDE—I.B.E.W. (AFL-CIO/CLC) (TRAFFIC EMPL.): 1-yr. agreement covering 725 empl.—a general increase of 3.21%; 1 additional holiday per yr. for a total of 9 annually.

MONTREAL TRANS. COMMISSION, QUE.—RAILWAY, TRANSPORT & GENERAL WKRS. (CLC): 3-yr. agreement covering 4,200 empl.—7¢ an hr. increase retroactive to July 12, 1961, an additional 7¢ eff. July 12, 1962 and a final 7¢ eff. July 12, 1963; service required to qualify for 3 wks. annual paid vacation reduced from 15 yrs. to 12 yrs. eff. Jan. 1, 1962 and to 10 yrs. eff. Jan. 1, 1964; 4 wks. annual vacation after 25 yrs. eff. Jan. 1, 1962 (formerly no provision for 4 wks. vacation); 4 additional paid holidays for a total of 8 annually eff. 1963; premium for work on Sunday increased from 5¢ an hr. to 25¢ an hr. retroactive to July 12, 1961; rate for bus drivers in training increased from \$84 to \$150 monthly; new rates after final increases will be \$2.12 an hr. for bus drivers and \$1.86 an hr. for labourers.

ONT.-MINNESOTA PAPER, FORT FRANCES & KENORA, ONT.—PULP & PAPER MILL WKRS. (AFL-CIO/CLC): 1-yr. agreement covering 800 empl.—5¢ an hr. increase retroactive to May 1, 1961; 1¢ an hr. increase in the shift differentials; 4 wks. annual paid vacation after 23 yrs. of continuous service (formerly 4 wks. after 25 yrs.); 1 additional floating holiday for a total of 3 floating and 5 statutory holidays annually.

SANGAMO COMPANY, LEASIDE, ONT.—MACHINISTS (AFL-CIO/CLC): 2-yr. agreement covering 500 empl.—5½¢ an hr. increase eff. Oct. 7, 1961 and a further 4½¢ an hr. eff. March 31, 1962; increase of 1¢ an hr. in shift premiums.

SASK. GOV'T.—SASK. CIVIL SERVICE (IND.) (CLASSIFIED SERVICES): 1-yr. agreement covering 5,000 empl.—a general increase of 2.75% per mo.; new salaries for clerks Grade 1 will be \$183-\$228 a mo. and the starting salary for grounds labourers will be \$252 per mo.

SASK. POWER CORP. PROVINCE-WIDE—OIL WKRS. (AFL-CIO/CLC): 1-yr. agreement covering 2,600 empl.—a general increase of 3% retroactive to June 1, 1961; new starting rate for labourers \$1.63 an hr.

# BARGAINING CALENDAR FOR 1962

Collective agreements covering 500 or more workers listed by month in which they terminate.  
Agreements in the construction industry are excluded.

## JANUARY

Company and Location	Union
Anaconda American Brass, New Toronto, Ont.....	Auto Wkrs. (AFL-CIO/CLC)
Babcock-Wilcox & Goldie-McCulloch, Galt, Ont.....	Nat. Council of Cdn. Labour (Ind.)
Bindery room employers, Toronto, Ont.....	Bookbinders (AFL-CIO/CLC)
Bristol Aero-Industries, Winnipeg, Man.....	Machinists (AFL-CIO/CLC)
Cdn. Industries Ltd., Millhaven, Ont.....	Oil Wkrs. (AFL-CIO/CLC)
Cdn. Johns-Manville, Asbestos, Que.....	Mining Empl. Federation (CNTU)
Dominion Glass, Hamilton, Ont.....	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
International Nickel, Port Colborne, Ont.....	Mine, Mill & Smelter Wkrs. (Ind.)
International Nickel, Sudbury, Ont.....	Mine, Mill & Smelter Wkrs. (Ind.)
Normetal Mining, Normetal, Que.....	Steelworkers (AFL-CIO/CLC)
Normetal Mining, Normetal, Que.....	Steelworkers (AFL-CIO/CLC)
Quemont Mining, Noranda, Que.....	Public Service Empl. (CLC)
Toronto Electric Commissioners, Ont.....	

## FEBRUARY

Assn. des Marchands Détaillants (Produits Alimentaires), Quebec, Que.....	Commerce Empl. Federation (CNTU)
Cdn. Celanese, Sorel, Que.....	Textile Wkrs. Union (AFL-CIO/CLC)
Consolidated Mining & Smelting, Kimberley, B.C.....	Mine, Mill & Smelter Wkrs. (Ind.)
Consolidated Mining & Smelting, Trail, B.C.....	Mine, Mill & Smelter Wkrs. (Ind.)
Dom. Textile, Montmorency, Sherbrooke, Magog, Drummondville, Que.....	Textile Federation (CNTU)
Dom. Textile, Montreal, Que.....	United Textile Wkrs. (AFL-CIO/CLC)
Firestone Tire & Rubber, Hamilton, Ont.....	Rubber Wkrs. (AFL-CIO/CLC)
Ford of Canada, Windsor, Ont.....	Auto Wkrs. (AFL-CIO/CLC) (office empl.)
Glove Mfrs. Assn., Montreal, St. Raymond, Loretteville, St. Tite, Que.....	Clothing Wkrs. Federation (CNTU)
Goodyear Tire & Rubber, New Toronto, Ont.....	Rubber Wkrs. (AFL-CIO/CLC)
Hotel Chateau Frontenac, (C.P.R.), Quebec, Que.....	Railway, Transport & General Wkrs. (CLC)
Hotel Chateau Laurier, (C.N.R.), Ottawa, Ont.....	Railway, Transport & General Wkrs. (CLC)
Hotel Empress, (C.P.R.), Victoria, B.C.....	Railway, Transport & General Wkrs. (CLC)
Hotel Vancouver, Vancouver, B.C.....	Railway, Transport & General Wkrs. (CLC)
Imperial Tobacco & subsidiaries, Ont. & Que.....	Tobacco Wkrs. (AFL-CIO/CLC)
Millinery Mfrs. Assn., Montreal, Que.....	Hatters (AFL-CIO/CLC)
Montreal Cottons, Valleyfield, Que.....	United Textile Wkrs. (AFL-CIO/CLC)
Northern Electric, Belleville, Ont.....	Empl. Assn. (Ind.) (plant empl.)
Northern Electric, Montreal, Que.....	Empl. Assn. (Ind.) (phone installers & plant empl.)
Northern Electric, Montreal, Que.....	Office Empl. Assn. (Ind.)
Vancouver City, B.C.....	Fire Fighters (AFL-CIO/CLC)
Vancouver Police Commissioners Bd., B.C.....	B.C. Peace Officers (CLC)

## MARCH

Acme, Borden's & other dairies, Toronto, Ont.....	Teamsters (Ind.)
Aluminum Co., Kingston, Ont.....	Steelworkers (AFL-CIO/CLC)
Auto dealers garages (various), Vancouver, B.C.....	Machinists (AFL-CIO/CLC)
B.C. Telephone & subsidiaries, B.C.....	B.C. Telephone Wkrs. (Ind.)
Burns & Co. (Eastern), Kitchener, Ont.....	Packinghouse Wkrs. (AFL-CIO/CLC)
Burns & Co. (6 plants), Western Canada.....	Packinghouse Wkrs. (AFL-CIO/CLC)
Canada Packers (8 plants), Canada-wide.....	Packinghouse Wkrs. (AFL-CIO/CLC)
Dairies (various), Vancouver and New Westminster, B.C.....	Teamsters (Ind.)
Dom. Engineering Works, Lachine, Que.....	Machinists (AFL-CIO/CLC)
Electric Auto-Lite, Sarnia, Ont.....	Auto Wkrs. (AFL-CIO/CLC)
Falconbridge Nickel, Falconbridge, Ont.....	Mine, Mill & Smelter Wkrs. (Ind.)
John Inglis, Toronto, Ont.....	Steelworkers (AFL-CIO/CLC)
Manitoba Power Commission.....	I.B.E.W. (AFL-CIO/CLC)
Manitoba Telephone.....	I.B.E.W. (AFL-CIO/CLC) (linemen)
Manitoba Telephone.....	Man. Telephone Assn. (Ind.) (clerical empl.)
Montreal General Hospital, Montreal, Que.....	Service Empl. Federation (CNTU)
Pacific Press, Vancouver, B.C.....	Newspaper Guild (AFL-CIO/CLC)
Philips Electronics, Toronto, Ont.....	I.B.E.W. (AFL-CIO/CLC)
Ready-mix concrete (4 cos.), Toronto, Ont.....	Teamsters (Ind.)
Sask. Government.....	Sask. Civil Service (Ind.) (labour services)
Shawinigan Chemicals, Shawinigan, Que.....	CNTU-chartered local
Steinberg's Ltd., Island of Montreal, Que.....	Empl. Protective Assn. (Ind.)
Swift Cdn., (6 plants), Canada-wide.....	Packinghouse Wkrs. (AFL-CIO/CLC)
Toronto City, Ont.....	Public Empl. (CLC) (inside empl.)
Toronto City, Ont.....	Public Empl. (CLC) (outside empl.)
Toronto Metro. Municipality, Ont.....	Public Empl. (CLC) (inside empl.)
Toronto Metro. Municipality, Ont.....	Public Empl. (CLC) (outside empl.)

## APRIL

Abitibi Power & Paper & subsidiaries, Que., Ont. & Man.....	Paper Makers (AFL-CIO/CLC) Pulp & Paper
Alta. Gov't. Telephones.....	Mill Wkrs. (AFL-CIO/CLC) and others
Can. Iron Foundries, Three Rivers, Que.....	I.B.E.W. (AFL-CIO/CLC) (traffic empl.)
Collingwood Shipyards, Collingwood, Ont.....	Moulders (AFL-CIO/CLC)
Dunlop Canada, Toronto, Ont.....	CLC-chartered local
East. Can. Newsprint Grp., Que. and N.S.....	Rubber Wkrs. (AFL-CIO/CLC)
	Paper Makers (AFL-CIO/CLC) Pulp & Paper
	Mill Wkrs. (AFL-CIO/CLC) and others
Electro Metallurgical, Welland, Ont.....	U.E. (Ind.)
DuPont of Can., Kingston, Ont.....	Mine Wkrs. (Ind.)
Fisheries Assn., B.C.....	United Fishermen (Ind.) (tendermen)
Fisheries Assn., & Cold Storage Cos., B.C.....	United Fishermen (Ind.) & Native Brotherhood (Ind.) (shore wkrs.)
Food Stores (various), Vancouver, Victoria, and New Westminster, B.C.....	Retail Clerks (AFL-CIO/CLC)



## Company and Location

Fur Mfrs. Guild, Montreal, Que.	Union
Great Lakes Paper, Fort William, Ont.	Butcher Workmen (AFL-CIO/CLC)
International Harvester, Hamilton, Ont.	Paper Makers (AFL-CIO/CLC) Pulp & Paper
Kimberley-Clark Paper, Terrace Bay, Ont.	Mill Wkrs. (AFL-CIO/CLC) and others
K.V.P. Company, Espanola, Ont.	Steelworkers (AFL-CIO/CLC)
Marathon Corp., Marathon, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC),
Ont.-Minnesota Paper, Fort Frances & Kenora, Ont.	I.B.E.W. (AFL-CIO/CLC)
Ontario Paper, Thorold, Ont.	Paper Makers (AFL-CIO/CLC) Pulp & Paper
Power Super Markets, Toronto, Hamilton, Oshawa, Ont.	Mill Wkrs. (AFL-CIO/CLC) & I.B.E.W.
Price Bros., Dolbeau, Kenogami & Shipshaw, Que.	(AFL-CIO/CLC)
Price Bros., Kenogami & Riverbend, Que.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Provincial Paper, Thorold, Ont.	Paper Makers (AFL-CIO/CLC) Pulp & Paper
Quebec City, Que.	Mill Wkrs. (AFL-CIO/CLC) and others
Quebec City, Que.	Butcher Workmen (AFL-CIO/CLC)
Que. North Shore Paper, Baie Comeau, Que.	Woodcutters, Farmers Union (Ind.)
St. Lawrence Corp., Red Rock, Ont.	Pulp & Paper Wkrs. Federation (CNTU)
Steep Rock Mines, Steep Rock Lake, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
	Municipal & School Empl. Federation (Ind.)
	(inside empl.)
	Municipal & School Empl. Federation (Ind.)
	(outside empl.)
	Paper Makers (AFL-CIO/CLC) Pulp & Paper
	Mill Wkrs. (AFL-CIO/CLC)
	Paper Makers (AFL-CIO/CLC) Pulp & Paper
	Mill Wkrs. (AFL-CIO/CLC) and others
	Steelworkers (AFL-CIO/CLC)

## MAY

Anglo-Nfld. Development, Grand Falls, Nfld.	Paper Makers (AFL-CIO/CLC) Pulp & Paper
Assn. Patronale du Commerce (alimentation en gros), Quebec, Que.	Mill Wkrs. (AFL-CIO/CLC) and others
Bakeries (various), Greater Vancouver, B.C.	Commerce Empl. Federation (CNTU)
Breweries (various), Winnipeg, Man.	Bakery Wkrs. (CLC)
C.P.R., system-wide	Brewery Wkrs. (AFL-CIO/CLC)
Can. Wire & Cable, Leaside, Ont.	Trainmen (AFL-CIO/CLC) (dining car staff)
Canadian Car, Fort William, Ont.	U.E. (Ind.)
Canadian Marconi, Montreal, Que.	Auto Wkrs. (AFL-CIO/CLC)
David & Frere, Montreal, Que.	Empl. Council (Ind.)
Dom. Rubber (Tire Div.), Kitchener, Ont.	Empl. Assn. (Ind.)
Dunlop Canada, Whitby, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Goodrich Canada, Kitchener, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
McCormick's Ltd., London, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Sask. Power Corp.	Millers (AFL-CIO/CLC)
Toronto City, Ont.	Oil Wkrs. (AFL-CIO/CLC)
White Spot Restaurants, Vancouver & Victoria, B.C.	Fire Fighetrs (AFL-CIO/CLC)
	Empl. Union (Ind.)

## JUNE

Associated Clothing Mfrs., Montreal, Que.	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
Bathurst Power & Paper, Bathurst, N.B.	Paper Makers (AFL-CIO/CLC) Pulp & Paper
Bldg. maintenance contractors, Vancouver, B.C.	Mill Wkrs. (AFL-CIO/CLC) and others
Cdn. Acme Screw & Gear, Monroe Acme & Galt Machine, Toronto, Ont.	Bldg. Service Empl. (AFL-CIO/CLC)
Cdn. Sugar Factories, Raymond, Picture Butte, Taber, Alta.	Auto Wkrs. (AFL-CIO/CLC)
Cascapebia Mfg. & Trading, Gaspé Peninsula, Que.	CLC-chartered local
Cloak Mfrs. Assn., Toronto, Ont.	Woodcutters, Farmers Union (Ind.)
Courtaulds Canada, Cornwall, Ont.	Ladies Garment Wkrs. (AFL-CIO/CLC)
DeHavilland Aircraft, Toronto, Ont.	Textile Wkrs. Union (AFL-CIO/CLC)
Dominion Bridge, Vancouver, B.C.	Auto Wkrs. (AFL-CIO/CLC)
Dominion Glass, Montreal, Que.	Structural Iron Wkrs. (AFL-CIO/CLC)
Dominion Glass, Redcliff, Alta.	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
Forest Industrial Relations, B.C. coast.	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
Gaspesia woods contractors, Chandler, Que.	Woodworkers (AFL-CIO/CLC)
Hotels & taverns (various), Toronto, Ont.	Woodcutters, Farmers' Union (Ind.)
International Harvester, Chatham, Ont.	Hotel Empl. (AFL-CIO/CLC) (beverage dis-
Ladies Cloak & Suit Mfrs. Council, Montreal, Que.	pensers)
MacMillan, Bloedel & Powell River & others, B.C. coast.	Auto Wkrs. (AFL-CIO/CLC)
Men's Clothing Mfrs. Assn., Toronto, Ont.	Ladies Garment Wkrs. (AFL-CIO/CLC)
Pulp & paper mills (various), B.C.	Paper Makers (AFL-CIO/CLC)
St. Raymond Paper, Desbien & St. Raymond, Que.	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
Scott Clothing, Longueuil, Que.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
T.C.A., Canada-wide	Woodcutters, Farmers' Union (Ind.)
University of Sask., Saskatoon, Sask.	Empl. Assn. (Ind.)
Wabasso Cotton, Welland, Ont.	Machinists (AFL-CIO/CLC)
	CLC-chartered local
	Textile Council (Ind.)

## JULY

B.C. Shipping Federation, various ports.	Longshoremen & Warehousemen (CLC)
Coal Operators' Assn., Alta. & B.C.	Mine Wkrs. (Ind.)
Consumers' Gas, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Dom. Steel & Coal, Sydney, N.S.	Steelworkers (AFL-CIO/CLC)
Drumheller Coal Operators Assn., Southern Alta.	Mine Wkrs. (Ind.)
Fisheries Assn., B.C.	Native Brotherhood (Ind.) (salmon fishermen)
Fisheries Assn., B.C.	United Fishermen (Ind.) (salmon fishermen)
Fraser Cos., Atholville, Edmundston & Newcastle, N.B.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
John Murdoch, St. Raymond, Que.	Woodcutters, Farmers' Union (Ind.)
New Brunswick Telephone.	I.B.E.W., (AFL-CIO/CLC) (traffic empl.)
Que. Iron & Titanium, Sorel, Que.	Metal Trades Federation (CNTU)

## AUGUST

Company and Location	Union
Abitibi Power & Paper, Northern Ontario.....	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
B.C. Electric Railway.....	Street Railway Empl. (AFL-CIO/CLC)
Can. & Dom. Sugar, Montreal, Que.....	Bakery Wkrs. (CLC)
DuPont of Canada, Maitland, Ont.....	Chemical Wkrs. (AFL-CIO/CLC)
Great Lakes Paper, Fort William, Ont.....	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Interior Forest Labour Relations Assn., Southern B.C.....	Woodworkers (AFL-CIO/CLC)
K.V.P. Company, Espanola, Ont.....	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Kimberley-Clark & Spruce Falls Paper, Kapuskasing & Longlac, Ont.....	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Marathon Corp., Port Arthur, Ont.....	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Northern Forest Products, Port Arthur, Ont.....	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
North. Interior Lumbermen's Assn., B.C.....	Woodworkers (AFL-CIO/CLC)
Okanagan Shippers' Assn., Okanagan Valley, B.C.....	CLC-chartered local
St. Lawrence Corp., Nipigon, Ont.....	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)

## SEPTEMBER

Bata Shoe, Batawa, Ont.....	Shoe Wkrs. (AFL-CIO/CLC)
Canadair, St. Laurent, Que.....	Machinists (AFL-CIO/CLC)
Canadian Car, Ville St. Pierre, Que.....	Railway Carmen (AFL-CIO/CLC)
Consumers Glass, Ville St. Pierre, Que.....	Glass Bottle Blowers (AFL-CIO/CLC)
Continental Can, Chatham, Toronto, Ont., & Vancouver, B.C.....	Steelworkers (AFL-CIO/CLC)
Dryden Paper, Dryden, Ont.....	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Duplate Canada, Oshawa, Ont.....	Auto Wkrs. (AFL-CIO/CLC)
General Steelwares & Easy Washing Machine, London, Toronto, Ont., & Montreal, Que.....	Steelworkers (AFL-CIO/CLC)
Great Western Garment, Edmonton, Alta.....	United Garment Wkrs. (AFL-CIO/CLC)
Maritime Tel. & Tel. company-wide.....	I.B.E.W. (AFL-CIO/CLC) (traffic empl.)
Outboard Marine, Peterborough, Ont.....	Steelworkers (AFL-CIO/CLC)
St. Lawrence Corp., East Angus, Que.....	Pulp & Paper Wkrs. Federation (CNTU)
Sask. Government.....	Sask. Civil Service (Ind.) (classified services)
Sask. Govt. Telephone.....	Communication Wkrs. (AFL-CIO/CLC)
Toronto Star, Toronto, Ont.....	Newspaper Guild (AFL-CIO/CLC)

## OCTOBER

Christie, Brown, Toronto, Ont.....	Bakery Wkrs. (CLC)
DeHavilland Aircraft, Toronto, Ont.....	Auto Wkrs. (AFL-CIO/CLC)
Dom. Bridge, Lachine & Longue Pointe, Que.....	Steelworkers (AFL-CIO/CLC)
Iron Ore of Can., Schefferville, Que.....	Steelworkers (AFL-CIO/CLC)
Montreal Locomotive Works, Que.....	Steelworkers (AFL-CIO/CLC)

## NOVEMBER

Canadian Kodak, Mount Dennis, Ont.....	Chemical Wkrs. (AFL-CIO/CLC)
Council of Printing Industries, Toronto, Ont.....	Printing Pressmen (AFL-CIO/CLC)
Manitoba Rolling Mill, Selkirk, Man.....	Steelworkers (AFL-CIO/CLC)
Montreal City, Que.....	Fire Fighters (AFL-CIO/CLC)
Montreal City, Que.....	CNTU-chartered local (inside empl.)
Montreal City, Que.....	Public Service Empl. (CLC) (outside empl.)
Thompson Products, St. Catharines, Ont.....	Empl. Assn. (Ind.)

## DECEMBER

American Can, Hamilton, Simcoe, Ont., & Montreal, Que.....	CLC-chartered local
Assn. des Marchands Detaillants, Quebec & district, Que.....	CNTU-chartered local (garage empl.)
B.C. Hotels Assn., New Westminster, Burnaby, Fraser Valley, B.C.....	Hotel Empl. (AFL-CIO/CLC)
B.C. Hotels Assn., Vancouver, B.C.....	Hotel Empl. (AFL-CIO/CLC) (beverage dispensers)
Calgary City, Alta.....	Public Empl. (CLC) (outside empl.)
Calgary Power & Farm Electric Services, Alta.....	Empl. Assn. (Ind.)
Cdn. Copper Refiners, Montreal, Que.....	Metal Refining Wkrs. Union (Ind.)
Cdn. Lithographers Assn., Eastern Canada.....	Lithographers (Ind.)
Continental Can, St. Laurent, Que.....	CLC-chartered local
Dominion Coal, Sydney, N.S.....	Mine Wkrs. (Ind.)
East. Can. Stevedoring & 2 others, Toronto, Ont.....	I.L.A. (AFL-CIO/CLC)
Edmonton City, Alta.....	Public Empl. (CLC) (outside empl.)
Lakehead terminal elevators, Fort William & Port Arthur, Ont.....	Railway Clerks (AFL-CIO/CLC)
Old Sydney Collieries, Sydney Mines, N.S.....	Mine Wkrs. (Ind.)
Saint John Shipbuilding & Dry Dock, Saint John, N.B.....	various unions
Sask. Provincial Hospitals, Weyburn, Moose Jaw & North Battleford, Sask.....	CLC-chartered local & Public Service Empl (CLC)
Shipping Federation, Halifax, N.S., Saint John, N.B., Montreal, Quebec & Three Rivers, Que.....	I.L.A. (AFL-CIO/CLC)
Toronto General Hospital, Ont.....	Building Service Empl. (AFL-CIO/CLC)
Winnipeg General Hospital, Man.....	Public Empl. (CLC)

## NOTES OF CURRENT INTEREST

### U.S. Labor Secretary Visits Minister of Labour

Hon. Arthur J. Goldberg, United States Secretary of Labor, and a number of officials of his department, were in Ottawa for three days at the beginning of last month, October 5, 6 and 7. His visit returned that of Hon. Michael Starr, Minister of Labour, and Canadian officials to Washington in April (L.G., June, p. 541) and was a continuation of the arrangement for an informal exchange of views, experience and information on labour questions in the two countries that was arranged earlier in the year.

These visits to Washington and Ottawa were the first official visits of the Minister and Secretary to the respective countries.

Topics discussed during two days of meetings included: employment and unemployment developments, automation and manpower, productivity, training, programs for older workers, employment service programs, special area programs, winter employment incentives, labour-management relations, labour-management committees, collective bargaining developments, and labour standards both national and international.

During the visit, both Mr. Goldberg and Mr. Starr said the discussions were proving most fruitful and helpful, and they looked forward to further exchanges of views and experience.

Canadians participating in the discussions were particularly impressed by the measures being taken in the United States with respect to manpower, automation, training, and improvements in the quality and extent of government employment service.

The Secretary and officials of the U.S. Department of Labor expressed much interest in the Municipal Winter Works Incentive Program, the "Do It Now" campaign and other steps developed in Canada to encourage winter employment. They were also impressed by recent developments in technical training and by the work done at the plant level by Canadian labour-management committees.

Both the Secretary and the Minister strongly emphasized in the discussions the importance of good relations between management and labour. Mr. Goldberg said both parties in industry must show they are conscious of having "an over-riding responsibility to our countries." He said management and unions must recognize the necessity of technological change. But he was fully aware of the need to cushion the effects of transition through the development of adequate training measures and other means.

Mr. Starr said it was more important than ever before that a working partnership be established between management and labour. Although it was heartening that the economic climate in Canada and the United States was improving, he and Mr. Goldberg were agreed that continuing attention must be given to the problem of unemployment.

At the close of the meeting it was agreed that discussions and exchanges would be continued from time to time in the future.

W. R. Dymond, Assistant Deputy Minister of Labour, attended the meeting of the Advisory Committee on Automation and Manpower in Washington on October 30.



Similarly, a representative from the U.S. Department of Labor has been invited to attend the next meeting of the Advisory Committee on Technological Change of the Canadian Department of Labour.

Robert C. Goodwin, Director, Bureau of Employment Security, U.S. Department of Labor, was to visit Ottawa in November to discuss matters of mutual interest with officials of the Unemployment Insurance Commission.

Miss Marion V. Royce, Director of the Women's Bureau, was to visit Washington, also in November, for discussions with Mrs. Esther Peterson, Assistant Secretary of Labor and Director of the Women's Bureau in the U.S. Department of Labor.

Arrangements have been made for a continuous exchange of information on research and studies undertaken by the Bureau of Labor Statistics of the U.S. Department of Labor and the Economics and Research Branch of the Canadian Department of Labour. There will be discussions on joint research projects where these can be carried on usefully and an exchange of information on projections for the future in the manpower field.

During his stay in Ottawa the U.S. Secretary of Labor visited the headquarters of the Canadian Labour Congress and the plant of the E. B. Eddy Company, Hull. He also addressed a luncheon meeting of the Canadian Club. He was accompanied by Mrs. Goldberg during his visit to Canada.

Others from the United States who participated in the discussions were George L. P. Weaver, Assistant Secretary of Labor in charge of International Affairs; Willis C. Armstrong, Minister-Counselor, United States Embassy, Ottawa; Robert C. Goodwin, Director, Bureau of Employment Security; Seymour Wolfbein, Deputy Assistant Secretary of Labor; John Leslie, Director, Office of Information; Louis Wiesner, Labor Attaché, United States Embassy, Ottawa, and other officials.

Canadians taking part, in addition to Mr. Starr, were: R. D. Thrasher, Parliamentary Secretary to the Minister of Labour; George V. Haythorne, Deputy Minister of Labour; Gordon Cushing and W. R. Dymond, Assistant Deputy Ministers of Labour; Laval Fortier, C. A. L. Murchison and A. F. MacArthur, Commissioners, Unemployment Insurance Commission, and other officials.

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## 1961-62 Winter Works Program Off to Encouraging Start

This year's federal-provincial Municipal Winter Works Incentive Program is off to an encouraging start. At November 3, more than 3,000 applications from municipalities had been approved for federal assistance.

The projects so far approved will provide more jobs than were provided in the entire second year of the program.

At the end of the first three weeks of this year's program, 3,009 applications had been approved. The total cost of these approved projects will be \$114,146,000, to which the estimated federal contribution will be \$19,275,000.

The approved projects will provide an estimated 55,984 on-site jobs and 2,743,694 man-days of work.

"If the early start is any indication, the number of men employed on site by

the program will likely exceed 150,000—up from 121,000 last year," said Hon. Michael Starr, Minister of Labour.

All ten provinces are co-operating in the 1961-62 programs and all ten have already submitted applications for projects from their municipalities.

Under the terms of the program, the federal Government pays one-half of the direct payroll costs of a municipality or its contractors or subcontractors on accepted winter works projects. As in past years, a number of provinces are adding further incentives for projects undertaken by their municipalities under the program.

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## Urges Municipalities to Apply For Winter Works Incentive

The President of the Canadian Construction Association last month urged all Canadian municipalities that had not applied for

federal grants under the Municipal Winter Works Incentive Program to do so without delay.

Speaking at a luncheon of CCA's Management Committee, attended by construction men from across Canada, Arthur G. Sullivan, of Montreal, said:

"Everyone is encouraged by the decrease in our unemployment in this country during the past few months. Yet we are well aware that jobs are still not available for many. In addition we can not forget that an alarming number of our fellow Canadians could not find any work during recent winters. Municipalities can help reduce seasonal unemployment by utilizing to the full the Winter Works Incentive Program, undertaken by the federal Government."

Pointing out that the program offers 50 per cent of labour costs for approved projects and that labour costs on the average construction project are roughly one third, Mr. Sullivan said the costs to the municipality are reduced by "at the very least" 17 per cent. "I think the municipalities should jump at the prospect to fill their construction needs at what is, in effect, a bargain price," he said.

## Suggests Higher Allowances for Unemployed Undergoing Training

Hon. Michael Starr, Minister of Labour, last month expressed the hope that increased training allowances would be made available, through a new schedule of maximum training allowances now being suggested to the provinces, to unemployed persons taking federal-provincial training.

Although the initiative for the payment of training allowances, over and above that obtainable through the receipt of unemployment insurance benefits, is the prerogative of the province, the Minister was hopeful that increased allowances might be forthcoming to encourage participation in training by unemployed workers, particularly married men forced to take training in centres other than their normal place of residence.

Several provinces, he said, had recently expressed an interest in increasing their scales of living allowances for trainees, as they thought current scales were restricting some persons from taking advantage of the courses offered.

Under federal-provincial agreements, the federal Government contributes 75 per cent of the cost of unemployed training initiated by the provinces, and of training allowances for unemployed trainees recommended by the province. The new schedule of maximum training allowances to which the federal

contribution would apply that was suggested is:

Married trainee living away from home .....	\$50 a week
Married trainee living at home .....	\$35 a week
Single trainee living away from home .....	\$30 a week
Single trainee living at home .....	\$15 a week

These allowances can be paid where a worker is not in receipt of unemployment insurance or where unemployment insurance benefits are deemed not sufficient. Unemployment insurance benefits that are less than the level of the appropriate training allowance established may be augmented up to the maximum amounts indicated. In all cases the amount and extent of these allowances are determined by the province.

## CCA President Urges Emphasis On Apprentice Training

Even though the number of unemployed was still high, many jobs were going begging because of the lack of skilled applicants, Arthur G. Sullivan, President of the Canadian Construction Association, said last month.

"In far too many cases the unemployed are, in the main, the unskilled," he pointed out. "This sad situation calls for an increased emphasis on apprenticeship training. It required the attention of government, industry and the general public—particularly the parents."

Parents with teen-age sons should investigate thoroughly the advantages of apprenticeship, Mr. Sullivan said. Boys should be shown how much better off they will be if they continue seeking further education and training before working. The unskilled man's earning potential is limited by the amount of training he has received.

More than 100,000 teen-agers annually are looking for their first jobs. "Those with sound technical and academic educational backgrounds will be employed in preference to those who do not have these advantages," Mr. Sullivan declared.

## Appoint Consultant to Staff of Civilian Rehabilitation Branch

Miss Valeria A. Sims of Montreal has been appointed to the staff of the National Co-ordinator of Civilian Rehabilitation, Department of Labour. She took up her duties on October 1.

A graduate of McGill University, from which she received a Master of Social Work degree, Miss Sims will act in a consultative capacity in her new post. In general, her





*Dominion-Wide*

duties will be to assist provincial authorities in the development and expansion of their rehabilitation programs in accordance with the new Vocational Rehabilitation of Disabled Persons Act, passed at the last session of Parliament.

Miss Sims attended Sir George Williams College, Montreal, and later studied at the London School of Economics. After graduating from university, where she specialized in medical-social studies, she held positions in this field of work in both Canada and Britain.

Overseas, she was engaged in medical-social work with the London County Council and in resettlement work at the Queen Victoria Hospital at East Grinstead, Sussex. Before going to Britain, Miss Sims was employed at the Allan Memorial Institute of Psychiatry, Montreal.

Prior to taking up her new position with the Civilian Rehabilitation Branch, she served as a senior medical-social worker at the Royal Victoria Hospital in Montreal. Her duties there were related to the resettlement in the community of the disabled who had undergone treatment.

## Canada Will Admit Japanese Essential to Industries Here

Canada will grant permanent admission to limited numbers of key managerial, supervisory or technical personnel of Japanese mining and manufacturing enterprises established in Canada provided such personnel

are shown to be essential to the enterprise and needed on a long-term basis, and provided that the enterprise will employ a majority of Canadian citizens or persons already living in Canada.

Managerial, supervisory and technical personnel for specified Japanese-owned enterprises in Canada will be admitted as non-immigrants for periods of three years each, subject to annual renewal of status, which will be granted automatically if the original conditions of entry still exist.

This was announced by Prime Minister Diefenbaker in a speech to a joint meeting of the Canada-Japan Society and the Japan-Canada Trade Council during his state visit to Japan last month.

In the speech, the Prime Minister made some comments on Canadian-Japanese trade. In the trade agreement between Canada and Japan there is a clause that recognizes Canada's right to apply fixed values for duty in the event of damage to Canadian industry resulting from imports from Japan. In the seven years since the agreement was entered into, this special clause has never been used, the Prime Minister said.

"Our problems to date have been met through consultation and by the adoption of voluntary restraints by Japan designed to avoid damage to a market that holds much promise for the future." When, in 1959, it became evident that "an extraordinary increase" was taking place in Japan's exports to Canada, with a heavy concentration in a narrow range of products, quotas were established on hardwood, plywood and stainless steel flatware in addition to a wide range of textiles. The scope of these quotas was extended in 1960 and 1961.

## Government Will Not Proceed With Chignecto Canal Project

The federal Government will not at this time proceed further with the Chignecto canal project, Hon. David J. Walker, Minister of Public Works, announced last month.

Although the project is entirely feasible from an engineering standpoint, the Minister's statement said, the relationship between expected benefits and annual costs is "too far out of line to warrant proceeding further."

Annual costs for capital, maintenance and operation would be about \$10 million, and expected benefits to transportation about \$500,000, Mr. Walker said. The costs would be 20 times as great as expected annual savings. "It would surely be very unsound economics to spend \$20 in order to save \$1."



## More Than Half of Population Have Some Health Insurance

A little more than half of Canada's population was protected by some kind of health insurance during the Canadian Sickness Survey 1950-51, a joint undertaking of the Dominion Bureau of Statistics, the Department of National Health and Welfare, and the provincial health departments.

Almost all of these insured persons had hospital insurance, and more than half had medical insurance as well.

The proportion of the population with insurance coverage increased with the level of income, and in terms of age breakdowns, the 25-44 year age group had the largest proportion covered. In many cases, differences in coverage between income levels and age groups were even more pronounced when types of insurance (classified as public non-profit, private non-profit, and commercial) are compared. For example, persons with income below \$1,500, making up 20 per cent of the total population, were 23.5 per cent of the group covered by public non-profit insurance but only 7.3 per cent of those covered by private non-profit insurance. On the other hand, persons with income over \$3,000, making up one-third of the total population, were 43 per cent of the group reporting private non-profit insurance.

Although the rate of hospitalization was higher for insured persons than for non-insured, the average length of stay was shorter.

In general, the findings of this study indicate that the volume of health care is greater for insured persons than for non-insured persons, and that this trend is magnified for persons with low income.

A special enquiry into the causes and extent of illness among employees in Great Britain, based on claims for sickness benefit during the year beginning June 5, 1961, is being conducted by the Ministry of Pensions and National Insurance.

## 3rd Quarter Increase in Number Receiving Old Age Assistance

The number of persons receiving old age assistance in Canada increased in the third quarter, from 99,855 at June 30 to 99,964 at September 30.

The federal Government's contributions under the federal-provincial scheme totalled \$7,673,969.11 for the third quarter, compared with \$7,659,101.95 in the preceding

quarter. Since the inception of the Act, the federal Government has contributed \$235,387,073.34.

At September 30, the average monthly assistance in the provinces ranged from \$48.13 to \$52.66. In all provinces the maximum assistance paid was \$55 a month.

*Blind Persons Allowances*—The number of blind persons in Canada receiving allowances under the Blind Persons Act decreased in the third quarter, from 8,581 at June 30 to 8,567 at September 30.

The federal Government's contributions under the federal-provincial scheme totalled \$1,018,431.07 for the third quarter, compared with \$1,022,898.76 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$33,597,157.97.

At September 30, the average monthly allowance in the provinces ranged from \$49.55 to \$54.23. In all provinces the maximum allowance paid was \$55 a month.

*Disabled Persons Allowances*—The number of persons in Canada receiving allowances under the Disabled Persons Act decreased in the third quarter, from 50,435 at June 30 to 50,217 at September 30.

The federal Government's contributions under the federal-provincial scheme totalled \$4,069,584.58 for the third quarter, compared with \$4,084,031.62 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$80,264,226.65.

At September 30, the average monthly allowance in the provinces ranged from \$52.69 to \$54.59. In all provinces the maximum allowance paid was \$55 a month.

## Change in Labour Gazette Price

It has become necessary, because of increased production costs, to raise the price of the LABOUR GAZETTE. The price was last raised in 1955.

Beginning with the January 1962 issue, the annual subscription rate in Canada will be \$3.00, up from \$2.00. The price of a single copy will be 50 cents.

The 50-per-cent reduction on group subscriptions (five or more) remains in effect. Thus, bulk subscriptions will be available at \$1.50 each subscription.

For foreign subscribers, the annual subscription rate will become \$5.00; the single copy price, 50 cents.

The price of bound volumes remains unchanged: \$5 a copy delivered in Canada, \$7 a copy to other countries.

Current subscriptions will continue at the old rate until they expire; renewals will be at the new rate.

## World Commission on Vocational Rehabilitation

Commission established by Eighth World Congress of the International Society for Rehabilitation of the Disabled to give proper emphasis in its program to vocational aspects of rehabilitation. Ian Campbell of Canada named chairman

The importance of vocational goals in any program of rehabilitation was one of the principles recognized by the International Society for Rehabilitation of the Disabled as it adopted this name at the Eighth World Congress in 1960. To give proper emphasis in its total program to the vocational aspects of rehabilitation the Society, at that time, established a World Commission on Vocational Rehabilitation.

The Commission will work for, and through, the International Society and with other organizations to promote the employment of the disabled as a major objective in rehabilitation. To this end the World Commission on Vocational Rehabilitation will undertake to:

- (1) stimulate appropriate action in all parts of the world to meet the vocational needs of disabled individuals;

- (2) collect information on employment of the handicapped and disseminate it to the general public throughout the world as a part of the International Society's current education and information program;

- (3) serve as a focal point for identifying needed research and to advance knowledge in, and application of, vocational preparation and employment of the handicapped;

- (4) stimulate the development of sheltered employment opportunities, to provide work training and employment for those who are not readily able to secure other work;

- (5) carry on such additional activities as are necessary to accomplish the objectives of the Commission.

As a specialized group within the International Society, the Commission will use the facilities of the International Society to collect, translate and distribute publications, films and other information material; co-operate with the International Labour Organization in promoting the implementation of Recommendation 99 adopted by the ILO in 1955; organize and assist in organizing special seminars dealing with the problems of employment of the handicapped; encourage voluntary organizations of employers and workers to co-operate in providing opportunities for the employment of the handicapped; participate in World Congresses and Regional Conferences and make recommendations regarding their vocational content and co-operate with other

expert commissions of the International Society and other organizations concerned with the medical, social and educational aspect of rehabilitation.

The Commission will be composed of individuals primarily concerned with the vocational aspects of rehabilitation. At the present time 18 members, representative of 14 countries, have been appointed to the Commission. Additional members will be appointed as recommendations are received from member countries. H. H. Popham of Ottawa, President of the International Society, recently announced the appointment of Ian Campbell, National Co-ordinator, Civilian Rehabilitation, Department of Labour, Ottawa, to act as Chairman of the Commission.

The Commission has established headquarters in New York with an American John Nesbitt as Director.

### International Conference on Tuberculosis

The vocational rehabilitation of victims of tuberculosis was one of the matters considered at the Conference of the International Union Against Tuberculosis when, for the first time since it was organized 40 years ago, it met in Canada in September. With Dr. W. G. Wherrett of Ottawa as president, more than 1,500 delegates from some 67 countries came together to pool their knowledge and experience and seek ways of furthering the program for the eradication of tuberculosis as a major health problem in the world. At the opening session six countries, the Republic of Mali, Malaya, Thailand, Sikkim, Formosa and the Ivory Coast, were admitted to membership, bringing the total to 73 nations.

During the five days delegates heard scientific papers and reports on studies and research projects going on in many parts of the world. These included not only medical matters but the role of the voluntary organizations in promoting programs of detection and prevention and the place of vocational rehabilitation in a comprehensive tuberculosis program. Among the numerous exhibits depicting advances in equipment and drugs used in treatment, research projects, nursing procedures and health education was an exhibit outlining the Canadian program for vocational rehabilitation of the disabled.



## Last of Six Broadcasts on Older Workers

"At 40, people are often just entering most productive years of their lives," says Minister of Labour in broadcast that concluded six-week series. Preceding broadcast by Commissioner A. F. MacArthur of Unemployment Insurance Commission

"The real truth of the matter is that at 40, people are often just entering the most productive years of their lives. They have reached the point where their experience and mature judgment can be of the greatest value to employers," said Hon. Michael Starr, Minister of Labour, in the final broadcast of the six-week series on the older worker.

The Minister pointed out that for many years the Department of Labour and the National Employment Service had recognized that because of arbitrary age limits in hiring—aggravated by widespread misconceptions of the abilities of older workers—many of these people had been prevented from developing their full potential.

The word "older" does not automatically imply inability, he emphasized. The many mature men and women in positions of importance and responsibility supported this statement, he said.

Mr. Starr expressed the opinion that the older worker was a sound dollars-and-cents proposition to his employer. In support of this he referred to the statement by one large Canadian pulp and paper company that it had kept several men employed up to the age of 75 where their physical condition allowed them to fill the job requirements. The company statement said: "In other cases where age made this impossible, or for other physical impairment, we set up a Salvage Department in which we process all of our scrap material, such as pipe fittings, valves, etc. Here, the level of activity is pretty much based on a man's physical ability and no pressure is exerted for output. We set this department up on the basis that all scrap material was charged in at no cost, and salvage material was re-issued to our stores department at 60 per cent of new material value. In this way we have been able to operate this department and not only has it paid its own way but it has made an appreciable profit."

Concluding his talk Mr. Starr pointed out that any employer who applies to the local office of the Employment Service to fill a vacancy is going to have a wider choice of qualified applicants if he does not impose arbitrary and unnecessary age limits.

The Minister urged older workers who may be seeking employment to get in touch with the National Employment Service, which is staffed by competent people who are completely familiar with the difficulties encountered by the over-40 job seeker.

The second last talk in the series was given by A. F. MacArthur, Commissioner, Unemployment Insurance Commission, Ottawa. Mr. MacArthur's subject was "Finding Jobs for Older Workers."

Mr. MacArthur pointed out that perhaps the universal fact of life was that everyone, if he was fortunate, grew older. The word denotes the development toward maturity, he said, the passing of the fruitful years when a man has learned the lessons of life, when experience has ground off the sharp corners of instability, self-centredness and inexperience. In their stead have developed experience, judgment, purpose, a sense of responsibility, understanding and appreciation of his role in society.

"With maturity," continued the speaker, "a man becomes a better employee—as a mature person he has put away childish things, he does not waste time on the job, he recognizes that work is a focal area of his life, that through it he can achieve the goals he has set for himself and his family. Therefore he is a responsible and loyal employee, steadier in attendance and work habits, requiring less supervision, capable of greater concentration on the job because he has matured."

The Commissioner stated that the National Employment Service had never accepted the fallacy that the mature worker had no role in the labour force. The National Employment Service was putting forth every effort to obtain job openings for older workers, and would continue to stimulate employer and community interest in bringing about an effective solution to the employment problem of older workers.

The earlier four talks in the series covered such topics as older women workers, retirement practices and their implications, pension plans and their effects on the employment of older workers, and occupational medicine and its effects on older workers.

Copies of the scripts of all six talks can be obtained by writing to "Canada At Work," Department of Labour, Ottawa.



## The Working Women of Norway

Women make up about 23 per cent of Norway's labour force, a slightly smaller percentage than in Canada. More than one quarter of all Norwegian women work outside home. Demand for women workers has exceeded supply in recent years

Women make up about 23 per cent of the total labour force in Norway. This is a slightly smaller percentage than in Canada.

More than one quarter of all Norwegian women work for pay outside the home, it is reported in *Facts About Women in Norway*, a recent publication of the Norwegian Ministry of Social Affairs. In recent years, the demand for women workers has exceeded supply in all industries.

Of the 328,000 women in paid employment, the services and professions attract the largest number, 138,000. A further 82,000 are employed in manufacturing, 60,000 in distribution and 26,000 in agriculture. These figures are from the 1950 census.

The number of women employed in farming and domestic service has been dropping while the number in manufacturing, other service occupations and the professions has risen substantially. The number employed in business has also risen.

The industries having a particularly high proportion of women are: clothing, textiles, canning, printing and bookbinding, paper-making, leather and rubber products. In most branches of industry there is a sharp distinction between men's and women's work but the number of jobs that may be filled by either a man or a woman is increasing.

In business, service occupations and the professions, more than 40 per cent of the total number of employees are women. Typists, stenographers, and telephone and telegraph operators are almost exclusively women. In retail stores, saleswomen tend to serve in certain kinds of shops and men in others.

In the professions, such as medicine, dentistry and high school teaching, men and women are doing the same work. Nursing and elementary school teaching in the lower grades are typically women's jobs. In the elementary schools, however, women teachers are gradually becoming interchangeable with men teachers. Hitherto, it has been the practice for women teachers to instruct only the first three grades and men to instruct the upper ones.

A striking rise in the proportion of women who are married has brought about a rapid increase in the number of married women working for pay outside the home.

Part-time work has been growing, chiefly in domestic service and office occupations. In manufacturing there is a relatively modest number of part-time workers. In Norway, unlike many other European countries, there is no long midday interval and the working hours in stores and offices are comparatively short, a situation that tends to favour the employment of married women.

In Norway there is an extensive system of day nurseries, run by both the local authorities and private agencies, which care for the children of working mothers during the normal working hours. Kindergartens with well-trained leaders also look after children in the 3-7 age group for a shorter period, usually in the morning. Some business firms run kindergartens for their employees' children.

A recent change in the income tax legislation provides an incentive for married women to work outside the home. The tax assessment was formerly based on the aggregate income of the husband and wife, the legislation now offers the working wife a choice between individual or aggregate taxation.

In the traditionally typical women's jobs where most women work wages are comparatively poor. Moreover, wages may vary greatly where men and women are doing the same work. Although the Norwegian Parliament has ratified ILO Convention 100, there is no legislation on equal pay for equal work.

Recently the Federation of Trade Unions negotiated a new basic agreement with the Employers' Confederation on the principle of the rate for the job. Pay adjustments are to be made in successive stages beginning in 1963 and concluding by 1967.

In 1959 an Equal Pay Council composed of an independent chairman and two representatives each of employers and employees was set up to undertake research on the question of equal pay, women's wages and employment, and on practical methods of applying the equal pay principle (L.G. 1959, p. 381).

Some 110,000 women in paid employment are members of trade unions affiliated with the General Confederation of Trade Unions. About nine out of ten women workers are still outside the labour movement, however.

## 50 Years Ago This Month

Victoria firm fined for importing labourer from United States in violation of Alien Labour Act. Transcontinental railway construction makes progress during summer of 1911; Grand Trunk Pacific reaches point 1,027 miles west of Winnipeg

A firm of contractors of Victoria, B.C., was fined \$100 by the Police Magistrate of that city for bringing in from Seattle under contract one John Thompson, labourer, for employment in Victoria. The September 1911 case was reported in the *LABOUR GAZETTE* for November of that year.

The alien Labour Act made it unlawful to "assist, encourage or solicit the importation or immigration of any alien or foreigner into Canada, under contract or agreement parole or special, express or implied, made previous to the importation or immigration of such alien or foreigner, to perform labour or service of any kind in Canada." The penalty for violation was a fine of not more than \$1,000 and not less than \$50.

The court found it had been proved that in June, Thompson, who was a Norwegian by birth but had been naturalized as an American citizen, along with eight others, Norwegians and Swedes, had arranged through a firm of employment agents in Seattle to obtain employment with some subcontractors of the contracting firm at a camp 22 miles from Victoria. They each paid \$5 to the employment agency and were each given a ticket authorizing them to present themselves for employment at the camp near Victoria at a wage of \$2.50 a day, with board at \$5.25 a week.

The agency paid the men's fare to Victoria and put them on the steamer. On their arrival they were met by a man and taken to a hotel. The following morning they were driven out to the camp of Knowles & Thompson, the subcontractors; but when they arrived there they were told that no day-work men had been ordered. Mr. Thompson endorsed their tickets to that effect, and told them that they were not required.

The men then walked the 22 miles back to Victoria, and went to the office of the contractors, Grant, Smith & Co. They were informed by a man who described himself as the manager and bookkeeper of the company that the only thing he could do was to send them to other camps where they would be given work. He offered to pay their fares to the camps.

The men refused this offer and demanded the return of the \$5 they had paid in Seattle and their return fare to that city. The manager rejected this proposal. The *LABOUR*

*GAZETTE* does not say what happened to the men after that.

The magistrate found the contractors guilty of violating the Act. It appeared, however, that an order-in-council relaxing certain restrictions in the Immigration Act had been taken—though incorrectly—by the immigration officers at Victoria as in effect constituting a suspension of the Alien Labour Act. This was apparently taken as an extenuation, and the accused was fined \$100.

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Reporting on the progress of railway construction, the *GAZETTE* said that the National Transcontinental Railway was expected to be completed "across the divide" in a few weeks' time. The CPR was proposing to double-track the line from Brandon to Medicine Hat.

At the annual meeting of the Grand Trunk Pacific Railway Company, the President had stated that on the main line, track-laying had been extended during the year from Wolf Creek to Fitzhugh, 1,027 miles west of Winnipeg; and that it was expected to reach a point 1,094 miles west of Winnipeg before the close of the year's operations.

The CPR was making extensive additions to hotels at Lake Louise and Banff, and other hotels were being built for the company in Calgary and Victoria. In Winnipeg, the GTP had begun construction of a new hotel, to be named the Fort Garry.

"Good progress was made in the construction of the main line of the Canadian Northern Railway between Edmonton and the Pacific terminals. The line from Edmonton to Athabasca Landing is expected to be ready for operation during October, and 125 miles of grading will be completed on this section before the work is stopped by frost."

\* \* \*

The wage changes reported during October 1911 included one that gave to 22 lathers in Victoria a piecework rate of \$3 per thousand, or \$5.50 for an eight-hour day, in place of a piecework rate of \$3.50 per thousand, "the men supplying their own nails."

Another item was: "Public library employees (11) at Hamilton, Ont., received an advance of 50 cents per week.

# INTERNATIONAL LABOUR ORGANIZATION

## Announce First Study Course at ILO's International Institute for Labour Studies

Thirty persons from different regions of world will participate in course to open in October 1962. Donations to Institute's endowment fund reach \$2,650,865

The ILO's International Institute for Labour Studies will offer its first course of study in October 1962. This was one of the decisions taken by the Board of the Institute at its first meeting.

Thirty persons from different regions of the world, who have already acquired a certain experience with labour problems and are likely to rise to positions of greater responsibility, will participate in the course. The aim of the course will be to promote a better understanding of labour problems and provide opportunities for the free exchange of experience among the participants.

Decision to establish the Institute was made at the 144th session of the ILO Governing Body in March 1960. The Institute will offer advanced studies on social and labour questions to persons exercising responsibilities or possessing special knowledge in these fields. The participants will come from trade unions, management, public service, the professions and universities.

At its first meeting the Board also appointed the Advisory Committee of the Institute. The following persons were introduced: Luis Alvarado of Peru, Foreign Minister; K. O. Dike of Nigeria, Principal of the University College of Ibadan; D. R. Gadgil of India, Director of the Gokhale Institute of Politics and Economics, Poona; Clark Kerr of the United States, President of the University of California (Berkeley); M. A. Raschid of Burma, Minister for Industry, Mines and Labour; and J. D. Reynaud of France, Professor at the *Conservatoire National des Arts et Métiers*, Paris.

The following members have since been named: Jerry Wiszniewski of Poland, Professor at the *Ecole supérieure de Planification et de statistiques*, Warsaw; Eric Martin, Rector of the University of Geneva; and J. Freymond, Director of the Graduate

Institute of International Studies, Geneva.

The task of this Committee is to advise the Director of the Institute on program questions.

### Endowment Fund

The work of the Institute is to be ensured on a continuing basis by an endowment fund of \$10,000,000 but will begin before that sum has been reached. Recent contributions to the endowment fund of the Institute have been (earlier contributions were listed on page 366 of the April issue):

Republic of the Congo (Leopoldville), approximately \$10,000

Switzerland, 500,000 Swiss francs (\$116,-279)

Senegal, \$2,000

Government of Cyprus, \$500 (pledge)

*Instituto Nacional de Cooperación Educativa*, which is in charge of vocational training in Venezuela, \$3,000

French Government, five million francs (about \$1,020,400)

Peru, \$5,000

Ceylon, \$12,660

Japan, \$200,000

Liberia, \$5,000

Nigeria, \$14,000

Pakistan, \$25,000

Belgium, \$120,000

Sweden, \$100,000.

Eighteen countries and several workers' and employers' organizations—among them a group of Peruvian employers—have now made or pledged contributions to the endowment fund, which has now reached \$2,650,865. Of the 18 countries that have made or pledged contributions, seven are African countries—Congo (Leopoldville), Liberia, Morocco, Nigeria, Senegal, Sudan and Tunisia. Before the French contribution, the largest previous grant was that of the Federal Republic of Germany—\$750,000.



# 19th Session, Joint Maritime Commission

Unanimously adopts 12 resolutions, among them one calling for initiation and publication by ILO of comprehensive study of social effects of technological change in shipping industry. Another calls for study of vocational training

A resolution calling for the initiation and publication by the ILO of a comprehensive study of the social effects of technological change in the shipping industry was one of twelve unanimously adopted at the 19th Session of the ILO's Joint Maritime Commission, held at Geneva September 26 to October 6. The Commission is composed of 15 shipowners' members and 15 seafarers' members.

At the meeting, the Commission considered 15 resolutions, adopting 12 unanimously. On two resolutions concerning air conditioning of crew accommodation and the manning of ships, the Commission was unable to reach unanimous agreement.

One of the adopted resolutions expressed regret that Recommendation No. 109, which refers to hours of work on board ship and which was adopted in 1958, had been implemented by only a few countries. Another resolution called for the inclusion on the agenda of the next maritime session of the International Labour Conference of the question of seafarers' paid vacations, with a view to the adoption of a new international instrument.

Among the resolutions adopted were those calling for:

—A comprehensive study of systems of vocational training in the maritime industry.

—Consideration by shipowners' and seafarers' organizations of such matters as safety, risk of accident, and special training relating to nuclear-powered merchant ships.

—Lessening in every way possible the hazards to which seafarers are exposed as a result of nuclear tests in ocean areas.

—The setting up by the ILO and the Intergovernmental Maritime Consultative Organization of a joint committee to deal with the training of seafarers in the use of safety devices on board ship.

Another resolution on the subject of safety drew attention to the importance of ensuring that seafarers are not over-fatigued before going on watch when first leaving port.

The session was under the chairmanship of Dr. S. T. Merani of India, Chairman of the Governing Body. It was attended by representatives of the ILO Governing Body, the United Nations, and by the Secretary-General of the Intergovernmental Maritime Consultative Organization.

The Chairman for the shipowners' group and the seafarers' group respectively were Sir Richard Snedden, CBE, General Manager, International Shipping Federation, London, and Captain D. S. Tennant, CBE, General Secretary, Merchant Navy and Air Line Officers Association, both of the United Kingdom.

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## 149th Session, ILO Governing Body

Shambhu Merani of India has been elected Chairman of the Governing Body of the International Labour Office for the year 1961-1962.

The Governing Body elected Mr. Merani at the final sitting of its 149th Session. The action was unanimous. Mr. Merani, who is International Labour Adviser to the Government of India and his country's Permanent Representative on the Governing Body, succeeds George C. Lodge of the United States, who was chairman for the year 1960-1961.

Pierre Waline of France was re-elected Employers' Vice-Chairman of the Governing Body. Jean Mori of Switzerland was re-elected Workers' Vice-Chairman.

Before ending its 149th Session, the Governing Body also approved two reports submitted by its Committee on Freedom of Association and the composition and agenda of various meetings to be held within or under the auspices of the International Labour Organization in the months ahead.

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## Niger Republic Becomes 97th ILO Member Country

The Republic of Niger, admitted to the United Nations in September 1960, has become a member of the International Labour Organization. ILO membership now stands at 97 countries.

The only condition of ILO membership for countries already holding membership in the United Nations is a declaration of formal acceptance of the obligations of the ILO constitution.

# TEAMWORK in INDUSTRY

Thanks to a high order of labour-management co-operation at Atomic Energy of Canada Ltd., Ottawa, Canada has shot ahead of the rest of the world in yet another peace-time application of atomic energy. Project MDI, completed on schedule though started only last February, is now in action.

MDI—"mobile demonstration irradiator"—is a device to irradiate potatoes and other products with gamma rays to prevent sprouting while in storage and to keep them fresher and better longer. High-speed teamwork on the part of personnel at the Commercial Products Division of AECL enabled MDI to roll East to the Maritimes on a 50-foot aluminum trailer in time to irradiate bulk samples of the 1961 crop of potatoes.

Cliff McColm, engineering production branch head, praised the calibre of labour-management relations that helped complete the project on schedule. "MDI was a real crash program," he explained. "We needed the sort of co-operation our employees gave us in order to be ready for this year's crop." He revealed that people would return to the "shop" in the middle of their vacation period to attend to some small phase of the project which they felt was their responsibility alone. "They knew Canada was ahead in this field and they wanted to see us keep it that way."

According to Mr. McColm, the division's Union-Management Co-operative Committee has aided in developing the right atmosphere for good labour-management relations in the plant. He described the committee as a "good prod to management to get us to do the things we promised."

Personnel officer C. W. Thompson believes that dealing with mutual problems regularly on a face-to-face basis is a good way to improve relations and promote greater trust between management and shop people. "Most of our potentially serious problems are talked out at union-management meetings," he said. "The most important of the committee's achievement," he added, "is the joint consultation subcommittee on safety."

Bill Garvin, President of Local 1541, Ottawa Atomic Workers' Union (CLC), calls joint consultation an exceptionally good idea. "You would be amazed at the number of things we have accomplished over a short period of time," he remarked

recently. "All the employees here are interested in the idea and discuss the committee's work regularly. The boys don't hesitate to approach their UMCC representatives and make suggestions."

Division safety supervisor Norm Delahunty claimed that higher standards of work and improved communications will result if a plant has a good union-management safety program. "Safety inspections make a man careful about safety," he said. "Being careful about safety becomes a habit with him and rubs off in other areas. He automatically becomes more careful about his work." Communications improve because union and management start talking with each other about safety.

\* \* \*

Improved employer-employee communications is among the achievements listed by the labour-management Advisory Council of Regina General Hospital in a report reviewing the council's first year of activity. The council frequently acts as liaison between management and the General's staff of 1,100. Communications of a direct sort—regular, open discussion of various phases of hospital operations—have alerted management in hitherto neglected problems. Discussions of absenteeism are promoting a "new awareness" of the problem as it relates to patient care, operating costs and employer-employee relations.

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Six years of joint consultation were celebrated recently by personnel of Western Bridge and Steel Fabricators Ltd., Vancouver, B.C. Some 40 persons, members of the labour-management and safety committees, attended a banquet sponsored by the company in appreciation of the good work done by these two groups during the preceding years. Said General Manager Ian Hamilton: "I am strongly in favour of joint consultation. It is creating a sound basis for good relations between employees and management."

Charles Wilson, chief shop steward of Local 1, Marine Workers' and Boilermakers' Industrial Union (CLC), one of four special guests attending the event, stated that the Labour-Management Committee was serving a useful purpose.

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

# INDUSTRIAL RELATIONS AND CONCILIATION

## Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for three days during September. The Board issued seven certificates designating bargaining agents, ordered one representation vote, rejected three applications for certification and denied one request for special leave under Rule 8 of the Board's Rules of Procedure to make a second application before six months had elapsed since rejection of an earlier application.

During the month the Board received 15 applications for certification, one application for revocation of certification, one request for special leave to make a second application under Rule 8, and allowed the withdrawal of two applications for certification.

### Applications for Certification Granted

1. Cape Breton Projectionists Union of the International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, Local 848, Sydney, Glace Bay and New Glasgow, N.S., on behalf of a unit of employees of the Hector Broadcasting Co. Ltd., employed at Radio Station CKEC, New Glasgow, N.S. (L.G., Oct., p. 1035).

2. Teamsters, Chauffeurs, Warehousemen and Helpers Union, Local 927 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of packers, helpers, drivers, craters, and claims repairmen and packers, employed by the North American Van Lines (Atlantic) Limited at Dartmouth and Middleton, N.S. (L.G., Sept., p. 915).

3. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed personnel employed by Island Shipping Limited aboard the *M.V. Wheat King* and *S.S. Northern Venture* (L.G., Oct., p. 1035). The Seafarers' International Union of Canada intervened (see "Applications for Certification Rejected," below).

4. Warehousemen and Miscellaneous Drivers, Local Union 419 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of truck drivers employed by John N. Brocklesby Transport Limited and operating in and out of Etobicoke, Ont. (L.G., Oct., p. 1037).

5. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of checkers, warehousemen, and stevedores, employed by Rowe's Freight & Marine Services Limited on the Government Wharf at Sydney, N.S. (L.G., Oct., p. 1037).

6. Association of Canadian Television and Radio Artists, on behalf of a unit of staff announcers and staff performers employed by the Canadian Marconi Company at CFCF-TV, Montreal, Que. (L.G., Oct., p. 1037). The Marconi Salaried Employees' Association (CFCF-TV) had intervened (see "Request for Special Leave (Rule 8)" below).

7. International Association of Machinists, on behalf of a unit of lead production planters, production planners, production forecasters, and parts routers employed by Trans-Canada Air Lines (see "Applications for Certification Received," below).

### Representation Vote Ordered

National Association of Broadcast Employees and Technicians, applicant, Canadian Marconi Company, Montreal, respondent, International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, intervener, and Marconi Salaried Employees' Association (CFCF-TV), intervener (L.G., Oct., p. 1037). The Board directed that only the name of the National Association of Broadcast Employees and Technicians be on the ballot in the vote, which affected a unit of production em-

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This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.



employees employed by the Canadian Marconi Company at CFCF-TV in Montreal, Que. (Returning Officer: C. E. Poirier) (see also "Applications for Certification Granted," above; "Applications for Certification Rejected," below; and "Request for Special Leave (Rule 8)" below).

### Applications for Certification Rejected

1. The Radio and Television Employees' Union (CKVL), applicants, Radio Station CKVL Ltd., Verdun, Que., respondent, and National Association of Broadcast Employees and Technicians, intervener (L.G., Oct., p. 1036). The application was rejected for the reason that it was not supported by a majority of the employees eligible to cast ballots in the representation vote conducted by the Board.

2. International Alliance of Theatrical Stage Employees and Moving Picture Mach-

ine Operators of the United States and Canada, applicant, Canadian Marconi Company, Montreal, respondent, Marconi Salaried Employees' Association (CFCF-TV), intervener, and National Association of Broadcast Employees and Technicians, intervener (L.G., Oct., p. 1037). The application was rejected for the reason that the unit applied for was not appropriate for collective bargaining (see "Representation Vote Ordered," above).

3. Seafarers' International Union of Canada, applicant, Island Shipping Limited, respondent, and Canadian Brotherhood of Railway, Transport and General Workers, intervener (unlicensed personnel) (L.G., Oct., p. 1037). The Board's decision followed a public hearing of the parties concerned. In its request for this hearing, the Seafarers' International Union of Canada stated that it intended to adduce evidence

## Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for application for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

to indicate that the Board had been fraudulently misled in the application made by the Canadian Brotherhood of Railway, Transport and General Workers and that the fraud was made in concert and abetted by the respondent company; and further that the Brotherhood and the respondent had concealed material that would have persuaded the Board to act differently. After the hearing, the Board found that the allegations of fraud made by the Seafarers' International Union of Canada against the other parties were not proved, no evidence of fraud having been adduced before the Board, and in the absence of fraud the Board found no reason for not regarding the vote taken by order of the Board subsequent to the date of the application made by the Seafarers' International Union of Canada to be indicative of the wishes of the employees affected; but that there was every reason for the Board to be satisfied, under the provisions of Section 9 of the Industrial Relations and Disputes Investigation Act, that as of the date of the Seafarers' application the great majority of the employees affected had selected the Canadian Brotherhood of Railway, Transport and General Workers to be the bargaining agent on their behalf. Considering all these circumstances and for the additional reason that the Seafarers' International Union of Canada has at no time shown proof acceptable to the Board of having as of the date of its application any members in good standing among the employees affected, the Board rejected the application for certification made by the Seafarers' International Union of Canada (see also "Applications for Certification Granted," above).

#### Request for Special Leave (Rule 8) Denied

The request for special leave to make a second application for certification under Rule 8 of the Board's Rules of Procedure before a period of six months had elapsed since August 23, 1961, when a similar application had been rejected by the Board, was submitted by the Marconi Salaried Employees' Association (CFCF-TV), applicant, Canadian Marconi Company, Montreal, Que., respondent, International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, intervener, National Association of Broadcast Employees and Technicians, intervener, and Association of Canadian Television and Radio Artists, intervener (request received during month) (see "Applications for Certification Received," below, and L.G., Oct., p. 1036,

1037). The request for leave to make the second application was denied by the Board because no valid grounds for granting such leave under Rule 8 had been produced.

#### Applications for Certification Received

1. Marconi Salaried Employees' Association (CFCF-TV) on behalf of a unit of employees of the Canadian Marconi Company employed at CFCF-TV, Montreal, Que. (Investigating Officer: C. E. Poirier) (see "Request for Special Leave (Rule 8)" above).

2. Line Drivers, Warehousemen, Pickup Men & Dockmen's Union, Local No. 605 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of the White Pass & Yukon Route, Whitehorse, Y.T. (Investigating Officer: D. S. Tysoc).

3. International Association of Machinists, on behalf of a unit of lead production planners, production planners, production forecasters, and parts routers employed by Trans-Canada Air Lines (Investigating Officer: R. L. Fournier) (see "Applications for Certification Granted," above).

4. Seafarers' International Union of Canada, on behalf of a unit of unlicensed personnel employed aboard vessels owned or operated by Porter Shipping Limited, Toronto, Ont. (Investigating Officer: A. B. Whitfield).

5. Seafarers' International Union of Canada, on behalf of a unit of marine engineers employed aboard vessels owned or operated by Porter Shipping Limited, Toronto, Ont. (Investigating Officer: A. B. Whitfield).

6. United Brotherhood of Carpenters and Joiners of America, Local Union No. 2499, on behalf of a unit of carpenters employed by General Enterprises Ltd., Whitehorse, Y.T. (Investigating Officer: G. H. Purvis).

7. Marine Engineers Beneficial Association of Canada, on behalf of a unit of marine engineers employed aboard vessels owned or operated by the Dominion Steel and Coal Corporation Limited (Dominion Shipping Division), Montreal, Que. (Investigating Officer: Rémi Duquette).

8. Marine Engineers Beneficial Association of Canada, on behalf of a unit of marine engineers employed aboard vessels owned or operated by the Hall Corporation of Canada, Montreal, Que. (Investigating Officer: Rémi Duquette).

9. Marine Engineers Beneficial Association of Canada on behalf of a unit of marine engineers employed aboard vessels

owned or operated by N. M. Paterson & Sons Limited, Montreal, Que. (Investigating Officer: Rémi Duquette).

10. Marine Engineers Beneficial Association of Canada, on behalf of a unit of marine engineers employed aboard vessels owned or operated by The Algoma Central and Hudson Bay Railway Company, Sault Ste. Marie, Ont. (Investigating Officers: A. B. Whitfield).

11. Marine Engineers Beneficial Association of Canada on behalf of a unit of marine engineers employed aboard vessels owned or operated by the National Sand & Material Company, Toronto, Ont. (Investigating Officer: A. B. Whitfield).

12. Marine Engineers Beneficial Association of Canada, on behalf of a unit of marine engineers employed aboard vessels owned or operated by Scott Misener Steamships Limited, Port Colborne, Ont. (Investigating Officer: A. B. Whitfield).

13. Marine Engineers Beneficial Association of Canada, on behalf of a unit of marine engineers employed aboard vessels owned or operated by K. A. Powell (Canada) Ltd., Winnipeg, Man. (Investigating Officer: A. B. Whitfield).

14. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of longshoremen employed by Western Ter-

minals Limited at Corner Brook, Nfld. (Investigating Officer: W. L. Taylor).

15. Civil Service Association of Canada, on behalf of a unit of harbour police employed by the National Harbours Board of Quebec, Que. (Investigating Officer: C. E. Poirier).

### Application for Revocation Received

Maurice Rose, *et al*, applicants, Consolidated Aviation Fueling and Services Limited, Montreal, Que., respondent, and the International Association of Machinists, respondent. The application was for revocation of certification issued by the Board on July 12, 1961 to the International Association of Machinists in respect of a unit of fueling service employees of the Consolidated Aviation Fueling & Services Limited at the Montreal International Airport, Dorval, Que. (L.G., Sept., p. 913).

### Applications for Certification Withdrawn

1. International Association of Machinists, applicant, Trans-Canada Air Lines, respondent (planners at Overhaul Base, Montreal Airport) (L.G., Sept., p. 916).

2. International Longshoremen's and Warehousemen's Union, Local 502, applicant, and Overseas Transport Co. Ltd., New Westminster, B.C., respondent (L.G., Oct., p. 1037).

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## Conciliation and Other Proceedings before the Minister of Labour

### Conciliation Officers Appointed

During September, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Gill Interprovincial Lines Limited, Vancouver, and Local 605 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: G. R. Currie).

2. Sabre Freight Lines Limited (Burnaby, B.C., terminal) and Local 605 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: G. R. Currie).

3. Canadian National Railways, Port of North Sydney, N.S., and Local 1259 of the

International Longshoremen's Association (Conciliation Officers: H. R. Pettigrove and D. T. Cochrane).

4. Trans-Canada Air Lines, Montreal, and Canadian Air Line Pilots Association (Conciliation Officer: Rémi Duquette).

### Settlements Reported by Conciliation Officers

1. Canadian Arsenals Limited (Gun Ammunition Division) Lindsay, Ont., and Local 796 of the International Union of Operating Engineers (Conciliation Officer: T. R. McRae) (L.G., Oct., p. 1040).

2. The Ogilvie Flour Mills Co., Limited, Winnipeg, and United Packinghouse Food and Allied Workers, Local 520 of the United Packinghouse Workers of America (Conciliation Officer: J. S. Gunn) (L.G., Sept., p. 921).



## Conciliation Boards Appointed

1. Guy Tombs Marine Services Limited and Davie Transportation Limited, Montreal, and Seafarers' International Union of Canada (L.G., Aug., p. 797).

2. The Shipping Federation of Canada, Inc., Montreal, and Local 1657 of the International Longshoremen's Association (checkers and cargo repairmen) (L.G., Aug., p. 797).

3. Polymer Corporation Limited, Sarnia, Ont. and (1) Local 16-14 of the Oil, Chemical and Atomic Workers International Union and (2) Oil, Chemical and Atomic Workers International Union (plant unit) (technicians) (L.G., Aug., p. 797).

4. Motor Transport Industrial Relations Bureau (representing certain companies within federal jurisdiction) and Local 880 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., Sept., p. 921).

## Conciliation Boards Fully Constituted

1. The Board of Conciliation and Investigation established in September to deal with a dispute between Polymer Corporation Limited, Sarnia, Ont. and (1) Local 16-14 of the Oil, Chemical and Atomic Workers International Union and (2) Oil, Chemical and Atomic Workers International Union (plant unit) (technicians) (see above) was fully constituted in September with the appointment of His Honour Judge J. C. Anderson, Belleville, Ont., as Chairman. Judge Anderson was appointed by the Minister on the joint recommendation of the other two members, Michael O'Brien and Harry Waisglass, both of Toronto, who were previously appointed on the nomination of the company and union, respectively.

2. The Board of Conciliation and Investigation established in September to deal with a dispute between Motor Transport Industrial Relations Bureau, Toronto, (representing certain companies within federal jurisdiction) and Local 880 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (see above) was fully constituted in September with the appointment of His Honour Judge H. C. Arrell, Hamilton, Ont., as Chairman. Judge Arrell was appointed by the Minister on the joint recommendation of the other two members, Michael O'Brien and Paul Siren, both of Toronto, who were previously appointed on the nomination of the companies and union, respectively.

3. The Board of Conciliation and Investigation established in August to deal with a dispute between Barnhill's Transfer Limited, Truro, N.S., and Locals 76 and

927 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., Oct., p. 1040) was fully constituted in September with the appointment of Magistrate Nathan Green, Halifax, N.S., as Chairman. Magistrate Green was appointed by the Minister on the joint recommendation of the other two members, Kenneth Matthews, Q.C., Truro, N.S., and John F. Simons, Saint John, N.B., who were previously appointed on the nomination of the company and union, respectively.

4. The Board of Conciliation and Investigation established in August to deal with a dispute between The Commercial Cable Company, *S.S. Cable Guardian*, and Seafarers' International Union of Canada, (unlicensed personnel) (licensed engineers) (L.G., Oct., p. 1040 and L.G., Aug., p. 797) was fully constituted in September with the appointment of G. D. LaViolette, Montreal, as Chairman. Mr. LaViolette was appointed by the Minister in the absence of a joint recommendation from the other two members, Errol K. McDougall, Q.C., and Jean G. Lariviere, both of Montreal, who were previously appointed on the nomination of the company and union, respectively. (This Conciliation Board was established in the first instance to deal with the dispute affecting the unlicensed personnel and the dispute affecting the licensed engineers has been referred to the same Board).

5. The Board of Conciliation and Investigation established in August to deal with a dispute between Quebec Paper Sales and Transportation Company Limited, Donnacona, Que., and Seafarers' International Union of Canada (L.G., Oct., p. 1040) was fully constituted in September with the appointment of G. D. LaViolette, Montreal, as Chairman. Mr. LaViolette was appointed by the Minister in the absence of a joint recommendation from the other two members, Marcel Belanger, Quebec City, and Jean G. Lariviere, Montreal, who were previously appointed on the nomination of the company and union, respectively.

6. The Board of Conciliation and Investigation established in August to deal with a dispute between H. W. Bacon Limited, Toronto, and Local 419 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., Oct., p. 1040) was fully constituted in September with the appointment of R. G. Geddes, Toronto, as Chairman. Mr. Geddes was appointed by the Minister on the joint recommendation of the other two members,

(Continued on page 1176)

# LABOUR LAW

## Legal Decisions Affecting Labour

British Columbia Court of Appeal quashes Labour Relations Board's decision

Newfoundland Supreme Court orders arbitration board to reconsider its decision

Quebec court rules on the validity of 1960 amendments to Labour Relations Act

In British Columbia, the Court of Appeal ruled that the requirements of substantial justice were not observed when the Labour Relations Board denied a party affected by an adverse decision of the Board a fair opportunity to know and answer any relevant submission made by another party.

In Newfoundland, the Supreme Court, in proceedings under the Newfoundland Judicature Act, remitted an arbitration award for reconsideration on the ground that the award was bad on the face of it because the arbitration board, in its ruling, altered the terms of the collective agreement and also failed to deal with another matter submitted to it for consideration.

In Quebec, the Superior Court refused an application for a writ of prohibition and upheld the Labour Relations Board's decision reinstating an employee previously dismissed because of union activities. Also, the Court upheld the constitutional validity of the 1960 amendments to the Quebec Labour Relations Act.

### British Columbia Court of Appeal...

...quashes decision of Labour Relations Board on the ground of denial of substantial justice

On May 28, 1961, the British Columbia Court of Appeal allowed an appeal from a decision of the British Columbia Labour Relations Board and ruled that a statutory board such as the Labour Relations Board must act in accordance with the requirements of substantial justice. These requirements are not observed when the Board refuses to a party affected by an adverse decision of the Board a fair opportunity to know what is alleged against it and to correct or contradict any relevant statement advanced before the Board by another party.

Local 883 of the International Union of Operating Engineers applied for certification as a bargaining agent for the operating

engineers employed at ten named plants. On June 8, 1960, the Labour Relations Board held a hearing at which, besides Local 883, the International Woodworkers of America and Forest Industrial Relations Ltd. presented their arguments. The application of the Operating Engineers was opposed by the Woodworkers, with whom Forest Industrial Relations Ltd. was in agreement.

On June 20, the Board and the representatives of the parties concerned toured two of the plants concerned to appreciate better the practical implications of the dispute. On June 28, the Board informed the parties concerned that it was willing to accept further written representations regarding the Operating Engineers' application for certification.

The Woodworkers wrote in reply that their case had been fully presented at the hearing on June 8, and they had no further representations to make to the Board; they then added: "If the hearings are to be reopened for the presentation of further evidence, we would appreciate being informed."

Forest Industrial Relations Ltd. wrote to the Board stating that it had completed its presentation at the hearing of June 8, and added: "However, should further representations be made by any of the other interested parties, particularly the applicant union, we definitely would want the opportunity of reply and rebuttal to such further representations."

The Operating Engineers, the union that originally applied for certification, sent "further representations" to the Board in writing. The Board mailed copies of these representations to other parties, but without notifying the Operating Engineers. In return, both the Woodworkers and Forest Industrial Relations Ltd. sent extensive representations and comments to the Board.

Neither of these two written representations were communicated to the Operating

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This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.



Engineers union and the local had no opportunity of answering them. In fact, it learned that such representations were made only some time after the Board had made its decision of July 28, refusing its application to be certified as bargaining agent for the operating engineers employed by the ten named corporations.

Mr. Justice O'Halloran, in his reasons for judgment, noted that the Board departed from the procedure it had laid down in its letter of June 28. Moreover, in his opinion, this was done in a manner prejudicial to the applying union and helpful to the two other parties concerned. The trial judge refused *certiorari* on the ground that no substantial prejudice had occurred. In the opinion of Mr. Justice O'Halloran, however, the Operating Engineers were deprived of the opportunity to reply to further representations made by the other parties and thus the principles laid down by the House of Lords in *Board of Education v. Rice* (1911) A.C. 172, and by the Supreme Court of Canada in *Bonanza Creek Hydraulic Concession v. The King* (1908), 40 S.C.R. 281, and in other decisions were not complied with. The essential of those leading decisions has been that an inquiry and decision by a statutory board such as the Labour Relations Board must comply with the requirements of substantial justice and that these requirements are not observed if the Board reaches a decision adverse to the claimant without first giving the claimant a fair opportunity, not only to know what is alleged against him, but also to correct or contradict any relevant statement prejudicial to his claim.

Counsel for the Woodworkers, Forest Industrial Relations Ltd., and the Board argued that the further representations made to the Board by the Woodworkers and Forest Industrial Relations Ltd. were simply repetition or "re-hash" of what they had already put before the Board at the hearing on June 8. Mr. Justice O'Halloran did not accept that submission. He agreed with the Engineers' counsel that, although no new facts had been put forward by the other parties, nevertheless those facts were dressed up and assembled in a much more rational and telling manner than when presented to the Board in the first place at the hearing on June 8; that by reason of what the Board saw on its tour on June 20, the newly dressed-up arguments and submissions acquired fresh vitality and could be expected to carry greater weight before the Board than the arguments submitted at the hearing on June 8.

Further, counsel submitted that, even if the additional representations contained nothing new, nevertheless the Board's conduct violated an essential of justice in that the Board had not informed the Operating Engineers that such stronger representations were being received and, as a result, the Operating Engineers were deprived of any opportunity to answer.

Counsel for the Operating Engineers also relied on the principle that justice must not only be done, but must also seem to be done (*The King v. Essex Justices* (1927) 2 K.B. 475). The failure to give the Operating Engineers any opportunity to reply to submissions which were intended to influence the Board in a manner prejudicial to that union was in itself an injustice.

Counsel for other parties claimed that what the Board had done in the case at bar was in compliance with Section 62 (8) of the Labour Relations Act. Mr. Justice O'Halloran noted that Section 62 (8), while providing that "the Board shall determine its own procedure," also says that the Board "shall in every case give an opportunity to all interested parties to present evidence and make representation." Therefore, this subsection must be construed as including the principles laid down in the *Board of Education v. Rice* and in other decisions. In the case at bar, according to Mr. Justice O'Halloran, the Board broke its own rules as laid down in its letter of June 28 and broke them in a manner favourable to the Woodworkers and prejudicial to the Operating Engineers.

Further, Mr. Justice O'Halloran stated that the Board's conduct of the hearing was not to be judged by the more stringent rules of a trial in a law court; however, any fair debate or hearing before the Board must be conducted in an orderly, intelligent and fair manner by acceptance of some well-known rules of order, which may be called the "ground rules".

For example, in a debate or hearing before the Board, the affirmative leads off and is required to support his case by affirmative arguments. Then those upholding the negative have an opportunity to answer those affirmative arguments by what they believe to be a destructive analysis of the affirmative's submissions and also by new arguments. Then, continued Mr. Justice O'Halloran, the affirmative, which commenced the debate, has a reply to what has been advanced by those upholding the negative. That reply is limited, however, by two general rules: (a) that the affirmative shall not then engage in repetition of what he said in his opening; and (b) he cannot



formulate new arguments he had failed to make in his opening and which the negative would not have an opportunity of considering or answering.

In the case at bar, the "ground rules" had been set out by the Board in its letter of June 28. The Operating Engineers' union was allowed to present "further representations" arising out of the practices in industry as the Board observed them in its tour of the plants, and in doing so, that union was in the position of the affirmative. The Woodworkers' union and Forest Industrial Relations Ltd. were in the position of the negative in replying to the affirmative arguments. Then the Operating Engineers, in all fairness, should have had a reply to the submissions of the negative, but the reply would have to be restricted in the manner outlined above. But the Operating Engineers were deprived of that reply and this was the reason for its objection to the decision of the Board.

The Court allowed the Operating Engineers' appeal, quashed the decision of the Board, and ruled that the union could apply again to the Board for a hearing in accordance with the Labour Relations Act, to be conducted fairly as indicated in Mr. Justice O'Halloran's judgment. *Re International Union of Operating Engineers, Local 882 and International Woodworkers of America and Forest Industrial Relations Ltd. et al* (1961), 28 D.L.R. (2d), Part 3, p. 249.

### Supreme Court of Newfoundland...

...remits arbitration award to arbitrators for reconsideration as it altered terms of agreement

On May 25, 1961, Chief Justice Furlong of the Newfoundland Supreme Court remitted a labour arbitration award to the arbitration board for reconsideration on the grounds that the board in its award altered the terms of the collective agreement by requiring the employer to comply with a provision for overtime pay only from the date of the occurrence of the breach, and on the grounds that the board failed to deal with another matter submitted for its consideration.

Local 855 of the Transport and Allied Workers Union was a certified bargaining agent for employees of the Royle Excavating Company Limited, with which it had a collective agreement.

There were differences between the company and its employees and the union decided, in accordance with the collective agreement, to submit these differences to arbitration. An arbitration board was constituted.

In its brief to the board the union claimed that there had been breaches of the collective agreement, specifically, those sections dealing with overtime pay, check-off of union dues, and the payment of vacation pay.

In its report filed on February 16, 1961, the board found that there was an effective agreement between the union and the company; that there had been a breach of the agreement by the company in failing to pay overtime subsequent to July 1960; that the company discontinued the check-off of union dues subsequent to July 1960; and that the first written protest from the union to the company was dated October 13, 1960. The board recommended that overtime be paid retroactive to October 1960; that the check-off of union dues be collected retroactively and the money paid promptly to the union; that the union be more prompt and energetic in policing its contract with the employer; and that all agreements be in writing.

Following the award, the union applied to the court, under the provisions of Section 209 of the Newfoundland Judicature Act, to have the award remitted to the arbitrators for their reconsideration on the ground that the arbitrators were wrong in law in recommending that the retroactive date for payment of overtime be an arbitrary date in October 1960, rather than the date of the breach. The union claimed that this was in fact adding a new term to the collective agreement. Further, the union claimed that the board failed to deal with the non-payment of vacation pay.

Chief Justice Furlong, in his reasons for judgment, noted that the statutory powers conferred on the Court by Section 209 of the Judicature Act were discretionary. These powers are identical to the powers given to the English courts by a similar Act. In *Montgomery, Jones & Co. v. Liebenenthal & Co.* (1898), 78 L.T. 406, four grounds for remission of an award to arbitrators for reconsideration were stated, namely, (1) where the award is bad on the face of it; (2) where there has been an admitted mistake and the arbitrator himself asks that the matter be remitted; (3) where there has been misconduct on the part of the arbitrator, and (4) where additional evidence has been discovered after making the award.

Further, Chief Justice Furlong noted that these four grounds as stated did not derogate from the exercise of judicial discretion, but were intended to serve as guides in the exercise by the Court of this discretion.

After having considered the application at bar, Chief Justice Furlong ordered the remission of the award on the ground that the award was bad on the face of it. The award assigned a date for the retroactive payment of overtime as being October 1960, a date selected because it was the date of the first written protest by the union to the company. But, the Chief Justice added, there was nothing in the collective agreement that said that a breach of the agreement should be taken as beginning only when the employer's attention was drawn to it. The agreement clearly implied that a breach begins on the date of its first occurrence. Thus, to assign a new meaning to the section governing payment for overtime amounted to bringing into the agreement a new term. This, according to Chief Justice Furlong, was contrary to the terms of the agreement, which provided in Section 9.07 that "such a Board shall not have power by its decision to alter, amend, or add to terms of this agreement." The ruling of the board regarding payment for overtime was to the effect that the company had failed to pay for overtime, but as the union delayed its formal protest for several months, the company was obliged to pay overtime from the date of such protest. This, in Chief Justice Furlong's opinion, was clearly an amendment of the agreement and the board's recommendation, if acted upon, would add a further clause to it. This was forbidden and therefore it rendered the award bad on the face of it.

Also, the arbitrators failed to deal with the union's submission that the company did not comply with its obligations under the agreement regarding vacation pay. Chief Justice Furlong was of the opinion that this omission also made the report bad on the face of it and should be remedied and the board should deal with this matter.

In conclusion, the Court remitted to the arbitrators the award for reconsideration of the date from which overtime pay should be paid and whether or not there was any entitlement to vacation pay. *Daley et al. v. Royle Excavating Co. Ltd. et al.*, (1961), 28 D.L.R. (2d), Part 7, p. 514.

### Quebec Superior Court...

...upholds constitutional validity of the 1960 amendments to the Quebec Labour Relations Act

On January 24, 1961, Mr. Justice Deslauriers rejected an application for a writ of prohibition and upheld the decision of the Quebec Labour Relations Board ordering an employer to reinstate an employee who was apparently dismissed for union activities.

In this connection, the Court ruled that the 1960 amendments to the Labour Relations Act (Sections 21a to 21e) dealing with reinstatement and indemnity for employees dismissed for union activities were constitutionally valid.

In July 1960, Lagrenade Shoe Manufacturing Company Limited dismissed one of its employees, who applied immediately to the Labour Relations Board for reinstatement, according to Sections 21a to 21e of the Labour Relations Act. Section 21 protects the right of employees to belong to a trade union. Sections 21a to 21e, which were added to the Act in December 1959 and which came into force in January 1960, deal with the procedure before the Labour Relations Board leading to reinstatement with indemnity for loss of earnings of employees dismissed in contravention of Section 21.

The Board held an inquiry regarding the complaint and the company had an opportunity to make representations. On September 23, 1960, the Board ordered the company to reinstate the employee in question. The company then applied to the Court for a writ of prohibition.

Mr. Justice Deslauriers, in his reasons for judgment, noted that a writ of prohibition is issued by a court when a lower tribunal has exceeded its jurisdiction. A complaint in this respect should have been presented by the company at the time the Board was conducting the inquiry and hearing representations. But at that time the company had no objection as to the jurisdiction of the Board in the case at bar. Therefore, in the opinion of Mr. Justice Deslauriers, once the decision of the Board was rendered it was too late to apply for a writ of prohibition.

In those circumstances, the company's request looked rather like an application for an injunction to prohibit the execution of the Board's decision and to prevent any tribunal from enforcing such order. Such a request, in Mr. Justice Deslauriers' opinion, was illegal and prohibited by Section 958, para. 1, of the Code of Civil Procedure, which provides that an injunction cannot be granted to restrain proceedings at law, except in a matter pending before the court. In the case at bar, the matter was no longer pending, since the Board had rendered its decision.

Further, the company claimed that Sections 21a to 21e of the Act were unconstitutional because these new provisions granted to the Board authority to decide matters referring to the contract of hiring of work or services, which powers are



vested in the Superior Court. Mr. Justice Deslauriers rejected this submission. In his opinion, these new provisions did not apply to the contract of services as such which the dismissed employee would have to perform for the company. If the employee failed to perform his work satisfactorily, or for any other reason except union activities, the company could dismiss him and the Board could not interfere.

The 1960 amendments to the Act deal with a problem connected with trade unionism. Labour legislation is of fairly recent origin as it appeared only at the beginning of this century. The problem of trade unionism as such did not exist in 1867 when the B.N.A. Act was adopted. Therefore, the jurisdiction regarding trade union matters was not a part of the original jurisdiction of the Superior Court. When the Legislature later entrusted the Labour Relations Board with jurisdiction in labour matters, it could not be said that the Legislature was transferring to the Board the jurisdiction which, in 1867, was entrusted to the Superior Court. Consequently, by adopting Sections 21a to 21e, the legislator did not

deprive the Superior Court of any jurisdiction for the benefit of the Labour Relations Board and these amendments were constitutionally valid.

In the case under review, Mr. Justice Deslauriers held that the Board did not exceed its jurisdiction and, consequently, the company's request for the writ of prohibition should be refused. Another reason for such refusal was that, when the application for a writ of prohibition was made, the Board had finished its inquiry and rendered its decision. As to the conduct of the Board's inquiry, the rights and essential freedoms of the company were respected. Finally, the evidence presented to the Court did not reveal anything that would prevent the Court from applying Section 41a of the Act, which says that the decisions of the Board shall be without appeal and cannot be challenged by the prerogative writs such as prohibition, injunction or *certiorari*. *Lagrenade Shoe Manufacturing Limited v. Commission de Relations Ouvrieres de la Province de Quebec et autres*, (1961) R.J. (C.S.) Nos. 5 and 6, p. 305.

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## Recent Regulations under Provincial Legislation

Set out additional safety rules under British Columbia Petroleum and Natural Gas Act; main ones concern rig licences, blowout prevention, fire precautions

In British Columbia, new regulations governing gas and oil wells set out new requirements with respect to rig licences, blowout prevention and fire prevention.

### British Columbia Factories Act

A proclamation gazetted September 21 declared Monday, October 9, a public holiday for purposes of section 40 of the British Columbia Factories Act. This meant that, with some exceptions, all factories in the province had to remain closed on Thanksgiving Day and no person could be employed upon the premises except with the permission of an inspector.

### British Columbia Petroleum and Natural Gas Act

In British Columbia, B.C. Regulation 138/61 governing the drilling of wells and the production and conservation of oil and natural gas has been issued under the Petroleum and Natural Gas Act, 1954. Gazetted August 24, it replaces B.C. Reg. 33/58, as amended by 210/60, 12/61 and 13/61.

The main changes relating to safety in the new regulations concern rig licences,

blowout prevention and fire precautions.

A drilling rig or service rig may not now be operated unless a rig licence has been issued by the Chief of the Petroleum and Natural Gas Branch of the Department of Mines and Petroleum Resources. This licence, which must be renewed annually, is subject to cancellation if the rig is so operated that it endangers oil, natural gas or water-bearing formations, or life or property.

A new provision now requires each person employed on a rig to understand and be able to operate blowout prevention equipment. New employees must be trained to operate this equipment as soon as practicable.

The regulations, as formerly, forbid smoking within 100 feet of any receptacle used for storage, measurement or separation of oil or natural gas products, or within 75 feet of any well drilling below the shoe of the surface casing. The regulations now state, however, that the operator's failure to enforce this prohibition is a contravention of the regulations.

(Continued on page 1160)



# UNEMPLOYMENT INSURANCE

## Monthly Report on Operation of the Unemployment Insurance Act

Claimants for benefit at end of August number 10 per cent fewer than at end of July and almost 20 per cent fewer than at end of August 1960, statistics\* show  
Total of initial and renewal claims also lower than month and year earlier

Claimants† for benefit on August 31 numbered 229,300. This was 10 per cent fewer than the July 31 total of 255,278 and almost 20 per cent below the total of 280,200 on August 31, 1960.

Both males and females contributed to the decline, and the proportion of males remained constant at 66 per cent for the three periods mentioned.

Initial and renewal claims for benefit in August amounted to 121,200, a total about 4 per cent below the 126,200 claims filed in July and 20 per cent smaller than the total of 149,600 in August a year earlier.

The average weekly number of beneficiaries in August was estimated at 186,600, compared with 191,000 in July and 210,900 in August 1960.

Benefit payments totalled \$18.9 million during August, \$18.6 million during July, and \$21.4 million during August 1960.

The average weekly benefit payment was \$22.98 in August, \$23.13 in July and \$22.01 in August 1960.

### Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for August show that insurance books or contribution cards had been issued to 4,569,683 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1961.

At August 31 employers registered numbered 332,696, an increase of 438 since July 31.

\*See Tables E-1 to E-4 at back of this issue.

†A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is forwarded for computation. As a result, the count of claimants at any given time inevitably includes some whose claims are in process.

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants."

### Enforcement Statistics

During August, 8,884 investigations were conducted by enforcement officers across Canada. Of these, 5,897 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions and 135 were miscellaneous investigations. The remaining 2,852 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were begun in 220 cases, 89 against employers and 131 against claimants.\* Punitive disqualifications as a result of claimants' making false statements or misrepresentations numbered 1,455.\*

### Unemployment Insurance Fund

Revenue received in August totalled \$28,939,859.40 compared with \$29,052,187.30 in July and \$28,320,628.14 in August 1960.

Benefits paid in August totalled \$18,865,698.04 compared with \$18,550,592.50 in July and \$21,356,560.34 in August 1960.

The balance in the Fund on August 31 was \$130,846,070.49; on July 31 it was \$120,771,909.13 and on August 31, 1960 it was \$313,327,657.04.

\*These do not necessarily relate to the investigations conducted during this period.

# Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB-1871, September 6, 1961

**Summary of the Main Facts:** The claimant filed an initial application for benefit at the National Employment Office in Yorkton, Sask., on November 7, 1960. He applied also for the dependency rate of benefit in respect of his 19-year-old daughter, who was in training at the St. Paul's Hospital School of Nursing, Saskatoon, Sask., stating:

I have always supported my daughter. Now she is training for a nurse and only receives \$8 allowance per month. I send her about \$25 per month for clothing and spending money and books. Whenever she wants to come home I send her money for bus fare.

On December 6, 1960, the insurance officer notified the claimant that on the information presented he was not entitled to the dependency rate of benefit because, in his opinion, the claimant had not proved that he was wholly or mainly maintaining the person for whom he claimed the dependency rate (sections 47 (3) of the Act and 168 of the Regulations).

From this decision the claimant appealed to a board of referees. He stated that he was wholly supporting his daughter while she was a nurse-in-training; that the hospital gave her board and lodging plus \$8 a month for spending money and that he had to pay for her uniforms, her clothing, her tuition fee and all her books. The local office commented that the claimant produced receipts showing that he was sending her between \$20 and \$50 a month.

Upon request for further information by the insurance officer, the local office reported a telephone conversation that took place on December 14, 1960, in the course of which the claimant said that he had paid \$100 for books at the beginning of the year; that the value of board and lodging would be approximately \$45 to \$50 a month; that he would not volunteer any more information and that he would be satisfied with the single rate of benefit "if it means so much trouble."

The claimant was neither present nor represented at the hearing of his case by a board of referees in Saskatoon on January 13, 1961. The board allowed the appeal. Its decision reads in part:

... The board rules that, while it would like to have had more definite figures as to the exact amount paid out by the claimant for his daughter, he appears to be paying, on the whole, more than the value of the board and

room and pocket money contributed by the hospital, which would render the daughter mainly dependent on him and he would, therefore, be entitled to the dependency rate of benefit.

The board feels very strongly that the contributions that the parents make in helping their daughters to become nurses, consisting of provision of usual clothing as well as uniforms and special shoes, books, and other numerous small expenses which invariably arise, are together more than the cost of the board and pocket money supplied by the hospital.

In response to the following questionnaire from the Commission's local office, dated February 16, 1961, the Director of the St. Paul's School of Nursing submitted the following answers on February 20, 1961:

Did this claimant, for his daughter, pay a tuition fee and, if so, of what amount?

*No tuition fee is paid at our School of Nursing.*

What would be the value of the books which would have to be purchased to enable the claimant's daughter pursue her training as a nurse?

*One hundred dollars.*

What is the amount of the monthly cash allowance paid by the hospital to student nurses, and to this claimant's daughter in particular?

*Eight dollars per month.*

What would be the value, at Saskatoon rates, of the room and board provided to student nurses?

*Forty dollars.*

What, if any, extra benefits are provided the student nurses while in training, for example, value of tuition, medical or dental care, etc.

*Free medical care is provided.*

From the decision of the board of referees, the insurance officer appealed to the Umpire and stated:

Unlike the facts in CUB 372, the absence of the alleged dependant from her father's home is not temporary. The claimant's daughter is a student nurse who resides in quarters provided by the hospital and the claimant does not contribute towards the upkeep of these quarters. It is therefore submitted that the claimant is not a person who meets the requirements of subsection (iv) of section 47 (3) (a) of the Act, as he does not support his daughter wholly or mainly in a self-contained domestic establishment as defined in Regulation 168 (1) (a).

In the alternative, it is submitted that the claimant's daughter is not a dependant within the meaning of Regulation 168 (2), which provides that a person claimed as a dependant under section 47 (3) (a) (iv) of the Act, who has any income in excess of \$14 per week from any source, shall not be considered as



being wholly or mainly maintained by the claimant or as being dependent on the claimant. It is submitted that it is not consistent that the alleged dependant, who is in receipt of compensation for work performed, which includes tuition, room, board, a nominal wage and medical care, all of which may be considered as earned income, may be deemed to be a dependant within the meaning of section 47 (3) (a) (iv) of the Act and Regulations 168 (1) (a) and (b) and 168 (2).

It is respectfully submitted, therefore, that the board of referees erred in its assessment of the evidence and that its decision should be set aside.

**Considerations and Conclusions:** So far as is material, section 47 (3) of the Act reads:

For the purpose of this section,

(a) person with a dependant is...

(iii) a person who maintains wholly or mainly one or more children under the age of sixteen years, and

(iv) a person who maintains a self-contained domestic establishment and supports therein, wholly or mainly, a person connected with him by blood relationship; marriage or adoption...

The record shows that the person in respect of whom the claimant has requested the dependency rate of benefit is his child, but as that child is not under the age of 16 years, the above quoted sub-paragraph (iii) does not apply.

The record shows also that the claimant's daughter is a person "connected with him by blood relationship" within the meaning of paragraph (b) of Regulation 168 (1), but that he does not support her in a self-contained domestic establishment as defined in and required by paragraph (a) of the said Regulation.

In view of the foregoing, I consider that the claimant has failed to prove that he was a "person with a dependant" within the meaning of that expression in section 47 (3) of the Act and I consequently decide to allow the insurance officer's appeal.

**Decision CUB-1876, September 12, 1961**

**Summary of the Main Facts:** The claimant, a married man residing in Richibucto, N.B., filed a renewal application for benefit at the National Employment Office in Moncton, N.B., on December 19, 1960, and was registered for employment as a truck driver. He had worked for a general contractor of Dorval, Que., as a barrack orderly at Frobisher Bay, N.W.T., from September 3, 1960 to December 17, 1960, when he was "Discharged—Reduction in force." His rate of pay was \$350 a month.

On April 17, 1961, the Moncton local office of the Unemployment Insurance Commission notified the claimant of an offer of employment as a kitchen helper at Hope-

dale, Labrador, with the same employer at a wage of \$300 a month, which was in accordance with the prevailing rate of pay in the district for that type of work. The employment was of nine months' duration and the hours of work were eight a day and 48 a week, day work. Transportation to the place of employment was by air and the cost thereof was to be paid by the employer. The claimant refused to apply for the job mainly because he wanted employment in his trade.

The insurance officer notified the claimant by letter, on April 19, 1961, that he was disqualified and that benefit was suspended from April 16, 1961 to May 27, 1961, inclusive, on the ground that the claimant had, without good cause, refused to apply for a situation in suitable employment (section 59 (1) (a) of the Act).

The claimant appealed to a board of referees on April 21, 1961, and stated:

... (1) I am registered at the Unemployment Office as an Operator or Truck Driver;  
(2) I hired on last September with the A..... Co., as an orderly because I couldn't find any other job.

When I got to Frobisher Bay, I was used as a Kitchen Helper. This type of work is not for me, but as it was only for 3½ months, I stayed on till my job expired; and as for me to hire on now as a Kitchen Helper for 9 months would not be fair to the A..... Co., because I don't believe in hiring on for 9 months and stay two.

My main reason for refusing A.....'s call is that I want back at my own trade. If the A..... Co. offer me an operator's job or truck driver, I am ready and available now.

Disqualification of my insurance benefit is nothing less than a grave injustice.

A board of referees heard the case in Moncton on May 4, 1961. The claimant was present at the hearing. The board, by a majority decision, dismissed the appeal and maintained the disqualification imposed by the insurance officer. The decision reads in part:

...It will be admitted that he endeavoured to procure work in his usual occupation as he wrote the company concerned but did not receive any reply to his request. It will be admitted that the employment offered was somewhat different than his usual occupation but this feature has been outweighed by the fact that he has been unemployed for 4 months for which period he has been unsuccessful in obtaining work and as he is well qualified for the work, he should have given it a fair trial before refusing same...

Furthermore the refusal appears to be of a personal nature as he has admitted no extenuating circumstances exist in his case. Therefore in accordance with the act the employment offered must be considered suitable...

The dissenting member of the board of referees stated:

...He presented himself to the Board to offer testimony in his appeal and I could not help but be impressed with the fact that this offered



employment was totally unsuited to this person. He is obviously a man who has worked his entire life doing manual labour out of doors by choice. He has worked as a dishwasher and kitchen helper for this firm for 3½ months. After being laid off he wrote the company requesting employment in this area as a truck driver or roller operator and has demonstrated to my satisfaction his sincerity in attending to obtain employment. I feel that requesting this man to sign a contract compelling him to do menial chores in the kitchen is somewhat akin to offering a lay preacher employment as a bouncer in a saloon... I would ask for any consideration of the Commission's decision to disqualify him for further benefits.

The claimant appealed to the Umpire on substantially the same grounds as those contained in his appeal to the board of referees.

In a later undated letter for the attention of the Umpire, the claimant stated:

... Mr. X..... [an official of the Moncton local office] states that employment was suitable. I consider 3½ months a fair trial on any job. Mr. X..... also states it is an eight-hour day and 48-hour week, which is not correct. A kitchen helper works on Sunday, which makes a 56-hour week. Men employed in Frobisher Bay and Labrador would hardly be expected to go home for the weekend, therefore they also need to be fed on Sunday.

The rate of pay clearly states \$300 per month—no mention of \$2 per day board—less \$40 per month plane fare until \$200 are kept off the employee in case he breaks his contract.

Also have to pay UIC and income tax reduction on \$300—I wouldn't clear \$100 every two weeks. I wish to bring to your attention that my occupation is neither barracks orderly or kitchen helper and... I never signed on with Mr. A..... as a kitchen helper...

He enclosed with the said letter a copy of the employment agreement which he entered into with Mr. A..... on September 1, 1960. His classification was shown therein as "orderly" and his salary as \$350 a month.

**Considerations and Conclusions:** The record shows, among other things, that the claimant is a married man, that the employment which was notified to him was not in his usual occupation, that it was situated at a considerable distance from his home and that it was of nine months' duration.

In view of the foregoing and also after taking into account the claimant's sincerity in attempting to secure employment, which was acknowledged by the board of referees, I consider that a period of unemployment of four months did not, in the claimant's circumstances, constitute a "reasonable interval" within the meaning, intent and purpose of subsection (3) of section 59 of the Act.

For the above reasons, I decide to allow the claimant's appeal.

## Recent Regulations

*(Continued from page 1156)*

New measures are introduced to prevent fires caused by electricity. In this respect, instruments requiring electrical power may not now be located where there may be ignitable vapours, except with the approval of the Electrical Inspector of the Department of Mines and Petroleum Resources. New requirements are also set out in connection with the grounding of equipment. Other new electrical provisions relate to pump installations, precautions concerning electrical wiring and equipment located in hazardous areas, and electrical apparatus and equipment used for well-site cabins and trailers.

## Saskatchewan Trade Schools Regulation Act

An amendment to the general regulations under the Saskatchewan Trade Schools Regulation Act approved by O.C. 1567/61 was gazetted September 5.

The general regulations provide that no person may sell any course of instruction unless he holds a subsisting licence under the Act as a salesman of a registered keeper or operator of a trade school and the keeper or operator is registered.

The amendment states that this regulation does not apply with respect to courses of instruction operated by or under the direction of the Universities of Alberta, British Columbia, Saskatchewan and Manitoba, provided the Minister of Education had been furnished with evidence that the courses are so operated.

# LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

## Wage Schedules Prepared and Contracts Awarded during September Works of Construction, Remodelling, Repair or Demolition

During September the Department of Labour prepared 213 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 250 contracts in these categories was awarded. Particulars of these contracts appear below. In addition 149 contracts not listed in this report and which contained the general fair wages clause were awarded by the Department of Defence Production and the Department of Public Works.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under the heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

### Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in September for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Defence Production .....	140	\$915,001.00
Post Office .....	1	4,835.00
R.C.M.P. ....	13	20,166.40

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work.

These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

## Wage Claims Received and Payments Made during September

During September the sum of \$36,327.86 was collected from 16 contractors for wage arrears due their employees arising out of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 586 workers concerned.

## Contracts Containing Fair Wage Schedules Awarded during September

(The labour conditions of the contracts marked (\*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

### Department of Agriculture

*Ottawa Ont:* J R Stathan Construction Ltd, conversion of DOT Monitoring Station to Apiary Bldg, CEF. *Carnduff Sask:* Pidskalney & Paulsen Construction Ltd, construction of earthfill dam on Antler Creek.

### Central Mortgage and Housing Corporation

*Gander Nfld:* Peyton's Flower Shop, \*fertilizing; Griffin Construction Co, \*repairs to driveways. *Amherst N S:* Eldon A Hawboldt, \*exterior painting of 21 units, Project 4/48. *Clinton Ont:* Henry T Young, \* installation of drain (FP 1/58). *London Ont:* Cardinal Painting & Decorating, \*exterior painting of houses (Vets 1, 2, 3 & 4 & HECL "A"). *Toronto Ont:* John Blackhall & Sons Ltd, \*installation of washroom plumbing & renovation at 203 Sackville Green (FP 1/53). *Pinawa Man:* Ziyone Construction Co, clearing at AECL townsite; Harper Construction Co, construction of lift station, force main & sewage lagoon at AECL townsite. *North Battleford Sask:* C M Miners Construction Co, \*concrete work (3/48).

### Department of Citizenship and Immigration

*Eskasoni Indian Agency N S:* James A Landry, drilling of ten wells, Middle River Reserve. *Kenora Indian Agency Ont:* Jack H Edwards Diamond Drilling Ltd, construction of road, Grassy Narrows IR No 21; A Penner & Sons, construction of school, staff residence & power plant bldg, Ojibbewas (Shoal Lake), Ont IR Nos 39 & 40. *Island Lake Indian Agency Man:* Keewatin Electric Ltd, supply & installation of diesel electric generating set, Island Lake. *Battleford Indian Agency Sask:* E S Michels Lumber Co, construction of one classroom school & two-bedroom staff residence, Mosquito-Stony Indian day school; H S Stewart & Son Ltd, road construction, Onion Lake IR. *Touchwood Indian Agency Sask:* Botting & Dent Ltd, installation of plumbing, heating & sewage disposal facilities, Nut Lake, IDS. *Athabasca Indian Agency Alta:* Yukon Construction Co Ltd, renovations & alterations to agency office, Fort Chipewyan. *Blackfoot Indian Agency Alta:* Guy S Pomerleau, road construction, Blackfoot IR. *Edmonton Indian Agency Alta:* Albrecht Construction Ltd, road construction, Janvier IR; Albrecht Bros, road construction, Wabanum Reserves No 133A & 133B. *Peigan Indian Agency Alta:* W A Cook & Sons, road construction, Peigan IR. *Saddle Lake Indian Agency Alta:* Genereux Building Supplies Ltd, reconstruction of washrooms, Blue Quill's IRS, near St Paul. *Stony Sarcee Indian Agency Alta:* George Williams Construction Ltd, reconstruction of road, Sunchild Cree & O'Chiese Reserves. *Fort St John Indian Agency B C:* Paul Kinderwater, construction of school, Halfway River Reserve; Thompson Construction Co Ltd, construction of school, residence & power house, Prophet River Reserve. *Stuart Lake Indian Agency B C:* Ocean Park Plumbing & Heating Ltd, repairs & improvements, Lejac IRS.



## Defence Construction (1951) Limited

*Summerside P E I:* Curran & Briggs Ltd, extension to taxiway & taxiway lighting, RCAF Station. *Cornwallis N S:* Acadia Construction Ltd, pavement repairs & application of seal coat, HMCS *Cornwallis*; E J Ludford Line Construction, construction to increase substation transformer capacity, HMCS *Cornwallis*. *Dartmouth N S:* Cardinal Painting & Decorating Co Ltd, exterior painting of housing units, RCN Air Station Shearwater. *Greenwood N S:* International Water Supply Ltd, \*test drilling program for development of well, RCAF Station. *Halifax N S:* Municipal Spraying & Contracting Ltd, repair & sealcoat asphalt pavement, Shannon Park; A L Parelman Ltd, renewal of roofing & flashings on four bldgs, HMC Dockyard; Cambrain Construction Ltd, construction of electronics workshop, HMC Dockyard; Cameron Contracting Ltd, construction of Chiefs' & Petty Officers' block, HMCS *Stadacona*. *Shearwater N S:* Municipal Spraying & Contracting Ltd, re-paving of Station & PMQ roads, RCN Air Station. *Sydney N S:* Municipal Ready-Mix Ltd, repairing & sealcoating asphalt pavement, Point Edward Naval Base, *Camp Gagetown N B:* Atlas Construction Co Ltd, construction of water treatment plant & services. *Bouchard Que:* Bau-Val Inc, backfill, topsoil & seeding for sewage lagoons. *Hull & environs Que:* Black & McDonald Ltd, warning siren installations. *St Hubert Que:* Richard & B A Ryan (1958) Ltd, erection & finishing of steel bldg, RCAF Station. *Barriefield Ont:* Horton Steel Works Ltd, supply & erection of elevated water storage tank, Camp. *Ottawa & environs Ont:* Black & McDonald Ltd, warning siren installations. *Rockcliffe Ont:* Burnley Contracting Co Ltd, exterior painting of various bldgs, RCAF Station. *Shirley Bay Ont:* Able Construction Co Ltd, cafeteria extension. *Toronto Ont:* Wembley Construction Co Ltd, construction of library addition to RCAF Staff College Bldg, Curtis Hall. *Trenton Ont:* Miron-Lassing & Associates Ltd, construction of fire hall, RCAF Station; Carson Electric Co, construction of outdoor sub-station, RCAF Station. *Winnipeg Man:* Simkin's Construction Co Ltd, road replacement, RCAF Station. *Ralston Alta:* Stevenson & Tredway Ltd, construction of power line, Suffield Experimental Station. *Colwood B C:* Heath Painting & Decorating, interior fire retardant coating, Belmont Park. *Comox B C:* Miller Cartage & Contracting Ltd, construction of extension to runway & rebuilding of hangar apron, RCAF Station. *Esquimalt B C:* M P Paine Co, construction of storage addition to Pacific Naval Laboratory; Helge Harvest Painting Co Ltd, exterior painting of (Nelles Block), Bldg No 34, HMCS *Naden*. *Various locations:* Twelve contracts in restricted category.

### Building and Maintenance

*Goose Bay Labrador:* Harry Linde, exterior painting of 50 PMQs & three metal bldgs. *Debert N S:* Fosco Contracting Services Ltd, re-roofing of bldg 4A. *Camp Gagetown N B:* Conniston Construction Co Ltd, brush control (ground spray), training area; Cowan Construction Co, construction of terminal equipment bldg & mobile power unit shelter. *Montreal Que:* Langsner-Fuhrer Inc, alterations to heating system, 1179 Bleury St. *Ste Foy Que:* Cara Development Corporation Ltd, exterior painting of 200 PMQs. *Valcartier Que:* Cara Development Corporation Ltd, exterior painting of 142 PMQs; Cara Development Corporation Ltd, exterior painting of row housing, Camp. *Camp Borden Ont:* Walker Painting & Decorating Co Ltd, interior & exterior painting of 52 PMQs, RCAF Station. *Clinton Ont:* Joseph Downey & Son, exterior painting of various bldgs, RCAF Station. *North Bay Ont:* Malach Roofing & Flooring Ltd, re-roofing two hangars, RCAF Station. *Oshawa, Whitby, Ajax & Pickering Ont:* Black & McDonald Ltd, installation of warning sirens. *Petawawa Ont:* Walker Painting & Decorating Co Ltd, exterior painting of 74 bldgs, Camp. *Sault Ste Marie Ont:* Earl Ault Ltd, refinishing exterior walls of Armoury. *Trenton Ont:* Joseph Downey & Son, exterior painting & cleaning of various bldgs, RCAF Station. *Portage la Prairie Man:* Maple Leaf Construction Ltd, paving of parking areas. *Shilo Man:* Maple Leaf Construction Ltd, partial paving of Douglas Road. *Calgary Alta:* Industrial Iron Works Ltd, supply & installation of chain link fence, Camp Sarcee; Taylor Decorating Ltd, exterior painting of 20 bldgs; Aksel B Rorbak Painting & Decorating, exterior painting of 12 bldgs. *Edmonton Alta:* Wicklund Construction Ltd, addition to dining hall, officers' mess; Paramount Electric (Alberta) Ltd, installation of 26 sirens & ancillary work. *Wainwright Alta:* Alph's Decorating Ltd, exterior painting of 46 bldgs, Camp. *Vancouver B C:* Helge Harvest Painting Co Ltd, exterior painting of 66 PMQ's.

## Department of Defence Production

*Goose Bay (Labr) Nfld:* Pitts-Drake, installation of electrically operated garage door, RCAF Station. *Dartmouth N S:* D A Cumming Ltd, renewal of tar & gravel roofs on three bldgs, RCN Armament Depot. *Eastern Passage N S:* Maritime Fence Erectors Ltd, supply & erection of chain link fence, Radio Station. *Camp Gagetown N B:* Leonard Roofers & Metal Workers, roof repairs; J L Simms & Sons, repairs to roofing & flashings, Bldg B6. *St Margarets N B:* Dominion Steel & Coal Corporation Ltd, removal of old fence & erection of chain link fence with gates, etc, RCAF Station. *St Stephen N B:* Irwin Plumbing & Heating Co Ltd, renovating heating system, Armoury. *Bagotville Que:* Central Power Line Construction, repairing power distribution system, RCAF Station. *Morin Heights Que:* Emilien Belanger, supply & installation of oil-fired heating units, RCAF Station, Lac St Denis; Common Construction Co Ltd, replacement of power poles, RCAF Station, Lac St Denis. *Quebec Que:* P Chas Grenier Inc, painting, St Malo Compound. *St Hubert Que:* Meunier Refrigeration Inc, repairs to curling rink equipment, RCAF Station. *Valcartier Que:* J A Y Bouchard Inc, conversion from coal to oil firing, Schools 17, 18 & 20; Robert Boulay, installation of steam heating in Bldg 52; Union Quarries & Paving Ltd, asphalt paving, CARDE. *Camp Borden Ont:* A Stroud Ltd, burying and re-insulating steam lines, RCAF Station; Varcos Bros Ltd, asphalt slurry sealing to apron taxiways, RCAF Station. *Centralia Ont:* K Dudek, exterior painting of Bldg 62 & hangars 1 to 7 incl, RCAF Station. *Downsview Ont:* Warren Bituminous Paving Co Ltd, resurfacing station roads, RCAF Station. *Kingston Ont:* Quintal & England Ltd, installation of air conditioning &/or exhaust systems, RMC; Spada Tile Ltd, replacement of concrete sidewalks & curbs, RMC. *Peterborough Ont:* F H Rowan Co, reroofing of Armoury. *Toronto Ont:* J J Salt Ltd, exterior painting of several bldgs, RCAF Station, 1107 Ave Road. *Brandon Man:* Twin Cities Painting & Building Cleaning Co Ltd, exterior cleaning, repointing & waterproofing of brick & stonework on Armouries. *Rivers Man:* Zenith Paving Ltd, repair & resurfacing asphalt runway overshoot areas at CJATC. *North Battleford Sask:* C M Miners Construction Co Ltd, repairs to Armoury. *Calgary Alta:* Calgary Steel Building Sales Ltd, construction of extension to Bldg C-6, Sarcee Barracks. *Edmonton Alta:* Haddow & Maughan Ltd, repairs &/or replacement of casings on outside steam lines, Griesbach Barracks. *Penhold Alta:* S Cheetham & Sons Ltd, roof repairs to Bldgs 7 & 6, RCAF Station; F M Hayhoe & Son, roof repairs to Bldgs 12 & 14, RCAF Station. *Ralston Alta:* Standard Gravel & Surfacing of Canada Ltd, repairs to asphalt runways & taxistrip, Suffield Experimental Station. *Comox B C:* Cochrane Fuel & Trucking Ltd, paving asphalt road, RCAF Station; Harrison & Longland, repairs & alterations to several bldgs, etc, HMCS *Quadra*, Goose Spit. *Royal Roads & Colwood B C:* Old Country Industrial Contractors Ltd, interior & exterior painting. *Vernon B C:* Flor-Lay Services Ltd, reroofing of bldgs, Military Camp.

In addition, this Department awarded 104 contracts containing the General Fair Wages Clause.

## Department of Justice

*St Vincent de Paul Que:* La Cie de Construction & Pavage Dubuc Ltee, roadway construction & paving, Leclerc Institution. *Stony Mountain Man:* Bird Construction Co Ltd, construction of exercise hall, Bldg C-18, Manitoba Penitentiary; Semans Plumbing & Heating Ltd, extension of service lines, Manitoba Penitentiary. *Prince Albert Sask:* Waterman-Waterbury (Saskatoon) Ltd, extension of service lines, Saskatchewan Penitentiary.

## National Harbours Board

*Halifax N S:* A C Horn Co Ltd, repair & waterproofing bin walls of grain elevator annexes 1, 2 & 3. *Montreal Que:* Stewart Construction Corporation, construction of transit shed at Section 32; Miron Co Ltd, removal of causeway to Nuns' Island, Section 3, Champlain Bridge. *Three Rivers Que:* Rosaire Dufresne Inc, construction of concrete foundations & catch basin extension of Shed No 10. *Vancouver B C:* Brockbank & Hemingway Ltd, construction of coffee shop, Granville Island.



## National Research Council

*Algonquin Park Ont:* R G Reinke Sons Ltd, construction of radiometer & storage bldgs, extension to staff house & foundation for radio telescope at Lake Traverse. *Ottawa Ont:* Paul Daooust Construction Ltd, construction of compressor house at Montreal Road Laboratories; Ontario Building Cleaning Co Ltd, interior cleaning of two bldgs, Montreal Road Laboratories.

## Department of Northern Affairs and National Resources

*Fundy National Park N B:* Judson Everett Kelly, construction of kiosk & workshop bldg. *Fort Chambly Que:* Leo Grise, \*supply & installation of electrical service. *Coteau de Lac Que:* Roch Lefebvre, construction of parking area & erection of steel fence at Fort Coteau du Lac Historic Site. *Pointe Pelee National Park Ont:* Woollatt Construction Ltd, seal coating of roads. *near Thamesville Ont:* Bernardo Marble, Terrazzo & Tile Co Ltd, \*construction of Tecumseh Memorial on Highway No 2. *Churchill Man:* Sabanski Construction Ltd, placing & compacting of fill for Akudlik (Camp 20). *Batoche Sask:* J H Amos, \*construction of basement & well, Rectory. *Elk Island National Park Alta:* Bauer Bros, filling of sloughs in proposed picnic area. *Mount Revelstoke & Glacier National Parks B C:* Revelstoke Builders' Supply Ltd, construction of entrance gateway in Mount Revelstoke National Park & entrance gateway & two warden's houses in Glacier National Park. *Kootenay National Park B C:* Premier Construction Co Ltd, grading for water system at Redstreak Campground. *Yoho National Park B C:* Cascade Sheet Metal, \*heating installation for gatekeeper's duplex.

## Projects Assisted by Federal Loan or Grant

*Fillmore Sask:* G C McLeod Co Ltd, construction of sewage pumping station, sewage pressure main & sewage disposal lagoon. *Fort Qu'Appelle Sask:* Beattie-Ramsay Construction Co Ltd, construction of sewage pressure main & sewage disposal lagoon. *Hanley Sask:* Patrick Construction Co Ltd, construction of sewage pumping station, sewage pressure main, sewage outfall main & sewage disposal lagoon. *Lashburn Sask:* N S Pawliuk & Son Contracting Ltd, construction of sewage pumping station, sewage pressure main & sewage disposal lagoon. *Lipton Sask:* Conacher Construction Ltd, construction of sewage pumping station, sewage pressure main & sewage disposal lagoon. *Milestone Sask:* Olynk Construction Co Ltd, construction of sewage pumping station, sewage pressure main & sewage disposal lagoon. *Oxbow Sask:* Conacher Construction Ltd, construction of sewage outfall main & sewage disposal lagoon. *Calgary Alta:* Poole Construction Co Ltd, construction of sanitary sewer syphon across Bow River. *Cowley Alta:* Ed's Excavating, construction of trunk sewer line & sewage lagoon. *Hanna Alta:* Gillis & Son, construction of sewage lagoon extensions.

## Department of Public Works

*Bell Island Nfld:* McNamara Construction of Newfoundland Ltd, repairs & modifications to terminal facilities. *Keels Nfld:* Louis Briffett & Sons Ltd, construction of landing wharf. *Peter's River Nfld:* Babb Construction Ltd, landing area improvements. *Pleasant View Nfld:* Guy Eveleigh, construction of wharf. *Portugal Cove South Nfld:* Benson Builders Ltd, construction of community stage bldg. *St Joseph (Pevies Point) Nfld:* Saunders, Howell & Co Ltd, construction of breakwater. *Alberton P E I:* R H Rankin Construction, construction of federal bldg. *Charlottetown P E I:* Northern Construction Co & J W Stewart Ltd, construction of DOT Marine Agency wharf. *Egmont Bay P E I:* Morrison & McRae Ltd, paving of wharf. *Howard's Cove P E I:* Morrison & McRae Ltd, paving of wharf. *Dartmouth N S:* Eric A Heaton & Associates, wharf extension, Marine Agency, Department of Transport. *Digby N S:* B A Alcorn, construction of RCMP detachment quarters. *Finlay Point N S:* Albert MacDonald, harbour improvements. *Kentville N S:* Able Construction Co Ltd, construction of federal bldg. *Little Judique Ponds N S:* Albert MacDonald, repairs to west breakwater. *Wolfville N S:* Valley Plumbing & Heating Ltd, boiler room alterations. *Chatham N B:* J W & J Anderson Ltd, wharf repairs. *Millbank N B:* North Shore Construction Ltd, paving of approach road. *Cap Vert M I Que:* Gerard Boudreau, wharf repairs. *Etang du Nord M I Que:* La Cie de Construction Arseaneau, construction of slipway. *La Tuque Que:* Tellier & Groleau Inc, construction of dormitory, chapel, school, staff residence & principal's residence, IRS, Abitibi Agency. *Malarctic Que:* Jolicoeur & Ste Croix Ltd, repairs to roof, federal bldg. *Mont Louis Que:* Horace Lemieux, wharf repairs (Gaspé Copper). *Quebec Que:* Michaud & Simard Inc, asphalt pavement, Queen's Wharf. *Quebec City & Levis Que:* Lavage de



Vitres Royal Enr, washing of windows. *Riviere du Loup Que*: Patrick Villeneuve, repairs to concrete walls. *Ste Anne de Sorel Que*: Danis Construction Inc, construction of protection works. *St Augustin Que*: Les Entreprises Cap Diamant Ltee, construction of protection wall (1961—front of lot 417, St Augustin sur Mer). *St Gedeon, St Jerome & Chambord Que*: Les Chantiers Bonneau Ltee, removal of old cribwork. *St Hillaire Que*: Danis Construction Inc, construction of retaining wall. *St Joseph de Sorel Que*: Danis Construction Inc, construction of retaining wall. *St Michel de Bellechasse Que*: Arthur Simoneau, construction of protection works. *Sept Iles Que*: Sept Iles Ready Mix & Equipment Inc, construction of fenders system (town wharf). *Tracy Que*: Telco Materials Ltd, construction of retaining wall. *Arnprior Ont*: M J Sulpher & Sons Ltd, extension to Bldg 25, Canadian Civil Defence College. *Franch River (Dalles Falls) Ont*: McHaffie Birge Construction Co Ltd, improvements (widening of constrictions in French River). *Hamilton Ont*: King Paving Co Ltd, grading & apron construction, Burlington Beach Wharf, Stage 4. *Leamington Ont*: Dean Construction Co Ltd, construction of ferry landing. *Ottawa Ont*: W Sparks & Son Ltd, moving of office furniture, equipment, etc, from 321 Slater St to Plouffe Park; T Landry Ltd, moving office furniture, equipment, etc, from Woods & Connor Bldgs, Hull, Que, to No 8 Temporary Bldg, Ottawa, Ont; Corrigan Electric, alterations, Bolodrome Bldg. *Owen Sound Ont*: Tracy Construction Inc, pier reconstruction. *Richmond Hill Ont*: Dahl & Son Construction Co, alterations & renovations to old Federal Bldg. *Sioux Lookout Ont*: Hacqoil Construction Ltd, paving of access road & parking areas, Health Services Branch Hospital, Department of National Health & Welfare. *Rexdale Ont*: Menary Asphalt Paving Ltd, paving of driveways & trucking area, Post Office. *Emerson Man*: B F Klassen Construction Ltd, alterations & construction of fire escape, Customs Examining Warehouse. *Gimli Man*: Inter-City Building Industries Ltd, construction of RCMP detachment quarters. *Melville Sask*: Melville Construction Co, construction of RCMP detachment quarters. *Hobbema Alta*: W J Bennett Contractors Ltd, construction of motel & addition to school. *Two Hills Alta*: Luchak Construction, construction of post office bldg. *Viking Alta*: Grady Construction Ltd, construction of RCMP detachment quarters. *Creston B C*: A E Jones Co Ltd, alterations & additions to federal bldg. *Nanaimo B C*: Gilmour Construction & Engineering, construction of Technical Services Bldg, access roads & landscaping, Pacific Biological Station. *Victoria B C*: Hume & Rumble Ltd, modifications to electrical service in federal bldg. *Westview B C*: Trans-Power Ltd, installation of electrical system in boat harbour. *Fort Simpson N W T*: Solar Construction Co Ltd, construction of three residences, two garages, metal storage bldg, radio control bldg & renovations to RCMP residence. *Fort Smith N W T*: McRae & Associates Construction Ltd, extension to staff quarters & construction of four houses (Federal Housing 1961-1962).

In addition, this Department awarded 45 contracts containing the General Fair Wages Clause.

### The St. Lawrence Seaway Authority

*Cornwall Ont*: J G Fitzpatrick Ltd, construction of bldgs & electrical installations at Cornwall North Channel Bridge. *Port Colborne Ont*: Intrusion-Prepakt Ltd, underpinning by pressure grouting of breakwater crib No 20, Welland Canal. *Port Weller Ont*: Armeo Drainage & Metal Products of Canada Ltd, supply & erection of steel bldgs.

### Department of Transport

*St John's Nfld*: March Construction Ltd, construction of incinerator bldg. *Stephenville Nfld*: Colonial Construction Co Ltd, construction of addition to Air Terminal Bldg for baggage claim. *Heath Point Que*: Gauthier & Gagne Inc, construction of dwelling & demolition of existing dwelling. *Mont Joli Que*: Arno Electric Reg'd, installation of field lighting facilities & related work, Runway 16-34, Airport. *Montreal Que*: Sanitary Refuse Collectors Inc, disposal of garbage, International Airport. *Natashquan Point Que*: Gauthier & Gagne Inc, construction of dwelling. *Pointe des Ormes Que*: Nordbec Construction Inc, construction of pilotage house. *Sherbrooke Que*: Williams Construction Co Ltd, construction of aeradio station. *Three Rivers Que*: Arno Electric Reg'd, construction of airport lighting facilities. *London Ont*: The Toten Construction Co Ltd, construction of remote VHF transmitter bldg. *Malton Ont*: The Foundation Co of Canada Ltd, construction of administration bldg, Toronto International Airport; Dufferin Construction Co, construction of aircraft parking apron, Toronto International Airport. *Moosonee Ont*: Ron Construction Co Ltd, construction of tele-communications NDB bldg; J M Fuller Ltd, installation of washroom in Met Ops bldg & construction of concrete walks. *North Bay Ont*: Bedard-Girard

(Continued on page 1171)

# PRICES AND THE COST OF LIVING

## Consumer Price Index, October 1961

The consumer price index (1949=100) rose a fractional 0.1 per cent to 129.2 from 129.1 between the beginning of September and October 1961.\* Increases occurred in food, housing, clothing, and health and personal care components, while the recreation and reading component fell below its September level. Both the transportation, and tobacco and alcohol components were unchanged.

The food index increased 0.1 per cent to 123.3 from 123.2, as higher prices were reported for a number of food items, including tea, eggs, citrus fruits, fresh tomatoes, lettuce, some canned and frozen fruits and vegetables, beef, pork and veal. Prices were substantially lower for most fresh fruits and vegetables, particularly apples and grapes. Price declines also occurred for chicken, turkey, margarine, chocolate bars, coffee and bread, the latter change arising from a local price situation in Vancouver.

The housing component rose 0.1 per cent to 133.6 from 133.5 as an increase in the shelter index more than balanced a decline in the household operation index. In shelter, both the rent and home-ownership indexes were higher, while in the household operation index, higher prices for coal, gas and textiles offset lower prices for utensils and equipment, supplies and services, and some items of furniture and appliances.

The clothing index rose 0.4 per cent to 113.6 from 113.1 as a result of increases in the women's and children's wear group indexes. Indexes for men's wear, footwear, piece goods, clothing services, and jewellery were unchanged.

The transportation index was unchanged at 140.0. A fractional decline in the automobile operation component, resulting from lower gasoline prices, was not sufficient to move the index.

The health and personal care index increased 0.2 per cent to 155.3 from 155.0 as a result of higher fees for doctors, dentists and optical care. Personal care was down slightly with price decreases for toilet soap.

The recreation and reading index declined 0.3 per cent to 146.2 from 146.7, reflecting

lower prices for radios, television sets, phonograph records and bicycles in the recreation group. Prices for admissions to sporting events were somewhat higher.

No price changes occurred in the tobacco and alcohol group, and the index remained unchanged at 117.3.

## City Consumer Price Indexes, September 1961

Consumer price indexes (1949=100) rose in eight of the ten regional cities and declined in two between August and September.\*

Increases ranged from 0.1 per cent in Halifax to 1.1 per cent in both Ottawa and Toronto. Indexes for the latter two cities reflected the introduction of the 3-per-cent sales tax in Ontario. The St. John's and Saint John indexes declined 1.0 per cent and 0.3 per cent respectively.

Food indexes also rose in eight of the ten regional cities and declined in two. Shelter indexes showed mixed results: three indexes were unchanged, four were up and three declined. Clothing indexes were lower in six of the ten regional cities, higher in three cities and unchanged in the remaining city. Household operation indexes were up in four cities, down in three and unchanged in the other three. Other commodities and services indexes declined in six of the ten regional cities, increased in two and were unchanged in the other two cities.

Regional consumer price index point changes between August and September were as follows: Ottawa +1.4 to 131.2; Toronto +1.4 to 132.3; Montreal +0.7 to 129.5; Winnipeg +0.6 to 127.9; Edmonton-Calgary +0.5 to 125.5; Vancouver +0.5 to 129.0; Saskatoon-Regina +0.4 to 126.4; Halifax +0.1 to 128.8; St. John's -1.2 to 116.7†; Saint John -0.4 to 130.8.

## U.S. Consumer Price Index, September 1961

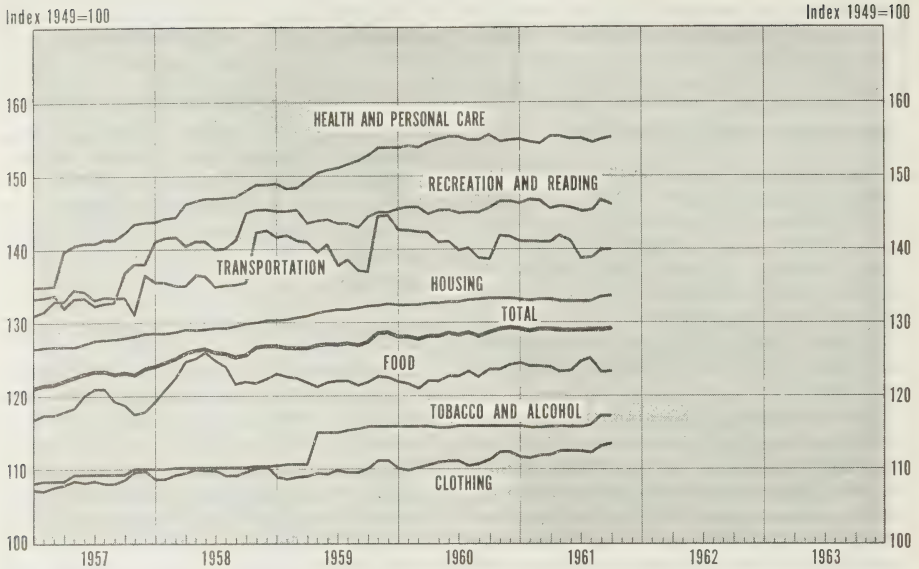
The United States consumer price index (1947-49=100) rose 0.2 per cent between mid-August and mid-September to a new record, 128.3. The previous record was 128.1, set in July. The index for August was 128.0, and for September 1960 it was 126.8.

\*See Table F-2 at back of book.

†On base June 1951=100.

\*See Table F-1 at back of book.

## CONSUMER PRICE INDEX



The principle causes of the increase were a seasonal rise in clothing prices and further higher costs for services: rent, medical care and transportation.

### U.K. Index of Retail Prices, August 1961

The United Kingdom index of retail prices (Jan. 17, 1956=100) rose from 114.6 to

115.7 between mid-July and mid-August. Although food prices declined 0.5 per cent, price increases stemming from higher excise duties and purchase tax, effective July 26, were reflected in a 4-per-cent rise in the price of alcoholic drink and an 8-per-cent rise in tobacco prices.

In August 1960 the index was 110.4.

## Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers.

Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

List No. 157

### Accident Prevention

1. AUSTRALIA. DEPARTMENT OF LABOUR AND NATIONAL SERVICE. *Safety in the Smaller Firm*. Melbourne, 1961. Pp. 31.

"The purpose of this booklet is to present in a simple way the means by which even the smallest concern can launch a systematic attack on accidents."

2. INTERNATIONAL LABOUR OFFICE. *Accident Prevention; a Workers' Education Manual*. Geneva, 1961. Pp. 182.

Contains 14 lessons dealing with safety in industry.

### Annual Reports

3. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Strikes and Lockouts in Canada, 1959*. Prepared on the basis of reports from the Unemployment Insurance Commission. Ottawa, Queen's Printer, 1961. Pp. 23.

4. QUEBEC. WORKMEN'S COMPENSATION COMMISSION. *Thirty-third Annual Report*,



1960. [Quebec, 1961] Pp. 24. Text in English and French.

5. SCOTLAND. HOME DEPARTMENT. *Industry and Employment in Scotland and Scottish Roads Report, 1960-61*. Edinburgh, HMSO, 1961. Pp. [101]

### Civil Service

6. GREAT BRITAIN. CENTRAL YOUTH EMPLOYMENT EXECUTIVE. *The Civil Service: Junior Posts*. 3rd ed. London, HMSO, 1961. Pp. 36.

A brief description of positions for boys and girls in the British Civil Service.

7. SASKATCHEWAN CIVIL SERVICE ASSOCIATION. *Proceedings and Minutes of the Forty-Eight Annual Convention held in ... Regina, May 17, 18 and 19, 1961*. Regina, 1961. Pp. 110.

### Economic Conditions

8. BENOIT, EMILE. *Europe at Sixes and Sevens: the Common Market, the Free Trade Association, and the United States*. With a Foreword by Walter Hallstein [President of the European Economic Community Commission] New York, Columbia University, 1961. Pp. 275.

Outlines the history and functions of the European Economic Community (Belgium, Netherlands, Luxembourg, France, West Germany and Italy), the European Free Trade Association (Austria, Great Britain, Denmark, Norway, Portugal, Sweden and Switzerland) and discusses the effects of these two trade blocs on U.S. foreign trade and policy and investments.

9. ORGANIZATION FOR EUROPEAN ECONOMIC CO-OPERATION. *At Work for Europe; an Account of the Activities of the Organization for European Economic Co-operation*. 5th ed. Paris, 1960. Pp. 177.

### Electronic Data Processing

10. CANADA. DEPARTMENT OF LABOUR. *The Current Status of Electronic Data Processing in Canada*. Ottawa, 1960. Pp. 30.

Partial Contents: Early Electronic Data Processing Developments. The Current Status of Electronic Data Processing in Canada. Computer Utilization. Computer Personnel. Potential Employment Impact.

11. COMPUTING AND DATA PROCESSING SOCIETY OF CANADA. *Proceedings, and Conference, June 6, 7, 1960*. Toronto, Published for the Conference by University of Toronto Press, 1960. Pp. 365.

### Industrial Health

12. BUREAU OF NATIONAL AFFAIRS, WASHINGTON, D.C. *Industrial Health Programs*. Washington, 1961. Pp. 17.

"Industrial health program" includes the medical services provided by a company to protect and maintain the health of its em-

ployees. This report is based on data received from 171 executives.

13. U.S. BUREAU OF LABOR STATISTICS. *Occupational Health Services in the Soviet Union, a Description and Appraisal*. Washington, GPO, 1959. Pp. 39.

### Industrial Relations

14. KNOWLES, WILLIAM HENRY. *Industrial Conflict and Unions*. Berkeley, University of California, Institute of Industrial Relations, 1961. Pp. 291-312.

Analyses the reasons for industrial unrest in underdeveloped countries.

15. PURCELL, THEODORE VINCENT. *Blue Collar Man: Patterns of Dual Allegiance in Industry*. Cambridge, Harvard University Press, 1960. Pp. 300.

A study of packinghouse workers in three plants of Swift and Company, in Chicago, Kansas City, and East St. Louis. Considers the attitude of the worker towards his company and his union. The author quotes extensively from hundreds of interviews he had with workers in the three plants.

### International Labour Conference

16. INTERNATIONAL LABOUR OFFICE. *Prohibition of the Sale, Hire and Use of Inadequately Guarded Machinery*. Sixth item on the agenda. Geneva, 1961. Pp. 37.

At head of title: Report 6 (1). International Labour Conference. 46th session, 1962.

This report briefly reviews law and practice in various countries concerning the question of inadequately guarded machinery, and contains a questionnaire on the subject to be completed by member governments of the ILO.

17. INTERNATIONAL LABOUR OFFICE. *Report of the Director-General*. First item on the agenda. Geneva, 1961. 2 volumes.

At head of title: Report 1. Part 1-2. International Labour Conference. Forty-fifth Session, Geneva, 1961.

Contents: Pt. 1. Labour Relations; Present Problems and Future Prospects. Pt. 2. Activities of the I.L.O., 1960; Fifteenth Report of the International Labour Organization to the United Nations.

18. INTERNATIONAL LABOUR OFFICE. *The Role of the I.L.O. in the Promotion of Economic Expansion and Social Progress in Developing Countries*. Tenth item on the agenda. Ottawa, 1961. Pp. 69.

At head of title: Report 10. International Labour Conference. Forty-fifth session, Geneva, 1961.

19. INTERNATIONAL LABOUR OFFICE. *Termination of Employment (Dismissal and Lay-off)*. Seventh item on the agenda. Geneva, 1961. Pp. 71.

At head of title: Report 7(1). International Labour Conference. 46th session, 1962.

This preliminary report outlines the law and practice in various countries concerning employee dismissal and layoff and includes a questionnaire on the subject to be completed by member countries.

20. U.S. CONGRESS. SENATE. COMMITTEE ON LABOR AND PUBLIC WELFARE. *Organization of Manpower Functions in the Executive Branch. Excerpts from Testimony for the Subcommittee on Employment and Manpower of the Committee on Labour and Public Welfare, United States Senate.* Washington, GPO, 1961. Pp. 12.

At head of title: 86th Cong., 2d sess. Committee print.

The Subcommittee on Employment and Manpower was created by the U.S. Senate Committee on Labour and Public Welfare on April 30, 1960. This pamphlet contains a summary of testimony received at the Subcommittee's hearings during 1960.

21. U.S. CONGRESS. SENATE. COMMITTEE ON LABOR AND PUBLIC WELFARE. *Unemployment Situation and Outlook. Hearings before the Subcommittee on Employment and Manpower of the Committee on Labor and Public Welfare, United States Senate, Eighty-seventh Congress, First Session on the Current Unemployment Situation and Outlook* . . . Washington, GPO, 1961. Pp. 528.

### Labour Supply

Hearings held February 22 to March 9, 1961, in Washington and in cities where there is heavy unemployment: Pittsburgh, Newark, Chester, Pa., Providence, Atlantic City-Bridgeton, N.J. Witnesses were invited to offer suggestions for alleviating unemployment.

### Labouring Classes

22. BERKOWITZ, MONROE. *Workmen's Compensation: the New Jersey Experience.* New Brunswick, N.J., Rutgers University Press, 1960. Pp. 298.

Examines the general problems of administering the workmen's compensation laws and explains how New Jersey workmen's compensation laws operate.

23. CANADA LABOUR VIEWS COMPANY LIMITED. *White Collar Agreements in Canada.* Toronto, 1961. Pp. 97.

"This book is concerned primarily with types of provisions applicable to current matters of collective bargaining as they appear in current collective agreements." Over 80 "office" and "office and technical" agreements were surveyed for this study. Topics discussed include office units, office occupations, office salary structure, seniority, hours of work, overtime, paid holidays, vacations, leave of absence, and, sickness and accident benefits.

24. FARMER-LABOUR-TEACHER INSTITUTE. 14TH, FORT QU'APPELLE, SASK., 1961. *Collective Bargaining; a Report of the 14th Annual Farmer-Labour-Teacher Institute, June 30-July 2, 1961.* [Regina?] Saskatchewan Teachers' Federation.

Delegates to the Institute represented the Saskatchewan Federation of Labour, Saskatchewan Farmers' Union, and the Saskatchewan Teachers' Federation.

25. INDUSTRIAL RELATIONS RESEARCH ASSOCIATION. *Proceedings of the Thirteenth Annual Meeting, St. Louis, Missouri, December 28 and 29, 1960 and Index of IRRA Publications, 1948-1960.* Edited by Gerald G. Somers. Madison, 1961. Pp. 344.

The topics discussed at this meeting were: Public Regulations of Collective Bargaining and Union Government in Operation; Research in the Economics of Medical Care; the Present State of the Industrial Relations Field in Universities; the Theory of Collective Bargaining; Frontiers of Union Growth; Labour Issues in the 1960 Political Campaign; Soviet Wage Structure.

26. KERR, CLARK. *Changing Social Structures.* Berkeley, University of California, Institute of Industrial Relations, 1961. Pp. 348-359.

A brief look at the effect of industrial life on the worker in underdeveloped countries.

27. KORNHAUSER, RUTH. *Some Social Determinants and Consequences of Union Membership.* Berkeley, University of California, Institute of Industrial Relations, 1961. Pp. [30]-61.

"Occupation, sex, region, and size of community are some of the basic determinants of national union membership." The author, a sociologist, briefly analyses some of the factors involved in union membership.

28. SASKATCHEWAN. AGED AND LONG-TERM ILLNESS SURVEY COMMITTEE. *Retirement Practices; Study Document for the Conference on Employment and Retirement of Older Workers* . . . Regina, Saskatchewan, June 1-2, 1961. Regina, 1961. Pp. 22.

29. U.S. BUREAU OF LABOR STATISTICS. *Labor in India.* Washington, GPO, 1961. Pp. 59.

This study was prepared for the International Cooperation Administration.

Partial Contents: Employment and Unemployment. Labor Force. Wages and Earnings. Trade Union Movement. Industrial Relations. Labor Standards. Social Security. Labor Administration.

30. U.S. BUREAU OF LABOR STATISTICS. *Labor in Uruguay.* Washington, 1959. Pp. 26.

### Norway

31. DANIELSEN, FINN. *Care of the Aged in Norway; a Survey.* Rev. ed. Oslo, Norwegian Joint Committee on International Social Policy, 1959. Pp. 56.

32. EVANG, KARL. *Health Services in Norway.* English version by Dorothy Burton Skardal. Oslo, Norwegian Joint Committee on International Social Policy, 1957. Pp. 161.

"... Explains the Norwegian system of health services in brief: what they include, how they are organized and paid for, recent developments and future plans."

33. NORWEGIAN JOINT COMMITTEE ON INTERNATIONAL SOCIAL POLICY. *Facts about Women in Norway*. Rev. ed. Oslo, 1960. Pp. 42.

A brief examination of women's legal status and education and choice of career in Norway.

34. NORWEGIAN JOINT COMMITTEE ON INTERNATIONAL SOCIAL POLICY. *Norway and her Sailors; a Survey of Social Legislation*. Oslo, 1959. Pp. 159.

Describes working conditions on board ship as well as legislation relating to Norwegian seamen.

## Professional Workers

35. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Engineering and Scientific Manpower Resources in Canada: Their Earnings, Employment and Education*, 1959. Ottawa, Queen's Printer, 1961. Pp. 106.

36. CANADIAN COUNCIL OF PROFESSIONAL ENGINEERING. *Report on Salaries of Professional Engineers by Levels of Responsibility as of July 1st, 1960*. [Toronto? 1961] Pp. 3.

English and French, the latter inverted and with special title page.

37. ORLEANS, LEO A. *Professional Manpower and Education in Communist China*. Washington, GPO, 1961. Pp. 260.

"This monograph... attempts to survey the available materials dealing with professional manpower and education in Communist China, analyse and summarize the most significant data and factors, and indicate the areas in which the greatest gaps in knowledge exist."

## Miscellaneous

38. CANADA. DEPARTMENT OF LABOUR. *Acquisition of Skills. Supplement no. 1-6*. Ottawa [n.d., 1961?] 6 parts.

Contents: 1. Tool and Die Makers. 2. Sheet Metal Workers. 3. Floor Moulders. 4. Senior Draughtsmen. 5. Electronic Technicians. 6. Technical Notes.

39. CANADIAN TAX FOUNDATION. *Corporate Management Conference, Toronto, 1961*. Toronto, 1961. Pp. 85.

Partial Contents: Corporate Residence as a Tax Factor, by David A. Ward. Twelve Years of Capital Cost Allowances, by Lancelot J. Smith. The Ontario Retail Sales Tax, by John F. Due.

40. LAIDLAW, ALEXANDER FRASER. *The Campus and the Community; the Global Impact of the Antigonish Movement*. Montreal, Harvest House Ltd., 1961. Pp. 173.

Tells the history of the adult education program of St. Francis Xavier University at Antigonish, N.S.

41. ORGANIZATION FOR EUROPEAN ECONOMIC COOPERATION. MACHINERY COMMITTEE. *The Engineering Industries in Europe*. 4th ed. Paris, 1961. Pp. 289.

At head of title: Trends in Economic Sectors, 7th year.

In this report the engineering industries include those branches of the metal-processing industries which produce non-electrical machinery; electrical machinery, apparatus and appliances; transport equipment; manufactures of metals, precision instruments, watches and clocks. Provides general statistics on engineering industries for 1950 to 1959 inclusive for Austria, Belgium, Denmark, France, Germany, Italy, the Netherlands, Norway, Sweden, Switzerland and the United Kingdom. Includes some statistics for Eire and Spain.

42. PELLING, HENRY. *A Short History of the Labour Party*. London, Macmillan, 1961. Pp. [135].

A brief introductory account of the Labour Party from its inception up to 1960.

43. SAMUELSON, PAUL ANTHONY. *Economics; an Introductory Analysis*. 5th ed. New York, McGraw-Hill, 1961. Pp. 853.

## Labour Conditions in Government Contracts

(Continued from page 1166)

Ltd, replacing LI lighting on approaches 13 & 18 & feeder cables, Airport; J M Fuller Ltd, construction of remote transmitter & remote receiver bldgs, Airport. *Ottawa Ont*: Taggart Construction Ltd, construction of weather surveillance radar bldg, MR 75 & related work, Airport. *Thompson Man*: H & H Construction Ltd, construction of dwelling. *Edmonton Alta*: Burns & Dutton Concrete & Construction Co Ltd, completion of Air Terminal Bldg, installation of equipment & construction of approaches & parking areas, International Airport. *Enderby B C*: Burns & Dutton Concrete & Construction Co Ltd, construction of VHF omni range bldg & related work. *Fort Nelson B C*: Electric Power Equipment Ltd, construction of airport lighting facilities. *Vancouver B C*: Stevenson Construction Co, construction of glide path bldg & related work, Airport; Holland Landscapers Ltd, seeding of graded areas (taxiway shoulders), Vancouver International Airport; Kaiser-Tallman-Gilpin, reconstruction of aircraft parking ramp, International Airport. *Cambridge Bay N W T*: Yukon Construction Co Ltd, ventilation of bldgs. *Fort Smith N W T*: Poole Construction Co Ltd, construction of sewage disposal system & related work. *Frobisher Bay N W T*: The Tower Co (1961) Ltd, installation of water & sewer services. *Hay River N W T*: McRae & Associates Construction Ltd, construction of butler type storage bldg & related work. *Whitehorse Y T*: General Enterprises Ltd, construction of rawinsonde bldg, hydrogen generator bldg, storage bldg & related work.



# LABOUR STATISTICS

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## A—Labour Force

**TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED SEPTEMBER 16, 1961**

(Estimates in thousands)

Source: DBS Labour Force Survey

	Canada	Atlantic Region	Quebec	Ontario	Prairie Region	British Columbia
The Labour Force.....	6,543	605	1,813	2,384	1,156	585
Men.....	4,796	455	1,347	1,710	846	438
Women.....	1,747	150	466	674	310	147
14—19 years.....	615	72	201	187	113	42
20—24 years.....	827	88	267	270	142	60
25—44 years.....	2,975	251	829	1,110	509	276
45—64 years.....	1,901	171	469	727	346	188
65 years and over.....	225	23	47	90	46	19
Employed.....	6,235	559	1,699	2,301	1,122	554
Men.....	4,546	413	1,251	1,648	820	414
Women.....	1,689	146	448	653	302	140
Agricultural.....	724	55	147	179	320	23
Non-Agricultural.....	5,511	504	1,552	2,122	802	531
Paid Workers.....	5,073	455	1,411	1,987	752	468
Men.....	3,561	326	1,003	1,382	506	344
Women.....	1,512	129	408	605	246	124
Employed.....	308	46	114	83	34	31
Men.....	250	42	96	62	26	24
Women.....	58	4	18	21	8	7
Persons Not in the Labour Force.....	5,515	611	1,623	1,843	904	534
Men.....	1,207	152	349	376	200	130
Women.....	4,308	459	1,274	1,467	704	404

**TABLE A-2—UNEMPLOYED**

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	September 1961	August 1961	September 1960
Total unemployed.....	308	323	327
On temporary layoff up to 30 days.....	16	22	22
Without work and seeking work.....	292	301	305
Seeking full-time work.....	270	280	291
Seeking part-time work.....	22	21	14
Seeking under 1 month.....	88	70	98
Seeking 1—3 months.....	98	114	117
Seeking 4—6 months.....	43	44	44
Seeking more than 6 months.....	63	73	46

**TABLE A-3—DESTINATION OF ALL IMMIGRANTS BY REGIONS**

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Period	Atlantic	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Canada Total	Males
1953 Total.....	4,049	34,294	90,120	27,208	13,197	168,868	91,422
1954 Total.....	3,849	28,419	83,029	26,638	12,292	151,227	84,631
1955 Total.....	3,067	22,117	57,563	15,559	11,640	109,946	56,828
1956 Total.....	3,029	31,396	90,662	17,957	17,930	164,857 <sup>(1)</sup>	89,541
1957 Total.....	5,092	55,073	147,097	37,172	37,730	282,164	154,226
1958 Total.....	3,268	28,443	63,853	15,756	13,531	124,851	60,630
1st 6 Months 1960.....	1,041	12,677	30,877	7,822	5,624	58,041	29,819
1st 6 Months 1961.....	893	8,277	19,587	4,347	3,678	36,782	16,864

<sup>(1)</sup> Total includes 3,883 whose destination is not specified.**TABLE A-4—DISTRIBUTION OF WORKERS ENTERING CANADA BY OCCUPATIONS**

SOURCE: Immigration Branch, Department of Citizenship and Immigration

	Managerial and Professional	Clerical	Transportation and Communication	Commercial and Financial	Services	Agriculture	Fishing, Trapping, Logging and Mining	Manufacturing and Mechanical and Construction	Labourers	Others	Total Workers
1953 Total.....	10,021	6,339	1,855	3,185	13,766	17,250	879	26,492	10,380	966	91,133
1954 Total.....	9,983	6,775	1,938	2,735	11,974	10,920	763	25,699	13,011	578	84,376
1955 Total.....	8,563	5,775	1,190	2,146	9,588	7,036	514	15,117	7,687	371	57,987
1956 Total.....	10,339	9,492	2,255	3,823	13,800	7,500	1,649	29,264	12,482	435	91,039
1957 Total.....	17,256	16,829	5,254	6,559	17,574	10,838	2,693	54,376	19,471	661	151,511
1958 Total.....	8,497	6,745	1,229	2,229	11,501	5,071	513	17,476	9,388	429	63,078
1st 6 Months 1960.....	3,740	3,468	805	1,322	4,575	3,417	477	8,137	4,656	248	30,845
1st 6 Months 1961.....	3,139	2,362	318	687	3,530	1,563	105	4,668	2,085	28	18,485

## B—Labour Income

### TABLE B-1—ESTIMATES OF LABOUR INCOME

NOTE: All figures in this table except those for 1956 have been revised. Monthly and quarterly figures may not add to annual totals because of rounding.

(\$ Millions)

Source: Dominion Bureau of Statistics

Year and Month	Monthly Total			Quarterly Totals <sup>(1)</sup>						
	Mining	Manufacturing	Transportation, Storage and Communication <sup>(2)</sup>	Forestry	Construction	Public Utilities	Trade	Finance Services (including Government)	Supplementary Labour income	Totals <sup>(3)</sup>
1956—Total....	498	4,586	1,560	371	1,210	239	2,069	3,546	617	14,890
1957—Total....	535	4,838	1,661	336	1,311	277	2,265	3,920	683	16,018
1958—Total....	527	4,828	1,677	270	1,329	298	2,359	4,295	739	16,524
1959—Total....	552	5,103	1,773	288	1,472	316	2,528	4,705	819	17,761
1960—Total....	551	5,200	1,779	326	1,472	327	2,641	5,095	916	18,514
1960—										
August.....	46.7	437.9	154.4	88.5	446.7	84.7	663.5	1,282.7	232.9	1,592.3
September....	46.9	442.0	153.2	.....	.....	.....	.....	.....	.....	1,620.7
October.....	45.7	437.5	151.2	.....	.....	.....	.....	.....	.....	1,599.8
November....	45.4	432.3	148.5	91.6	369.9	82.6	685.4	1,319.2	235.5	1,573.7
December....	44.3	422.6	144.7	.....	.....	.....	.....	.....	.....	1,529.4
1961—										
January.....	44.2	420.0	140.5	.....	.....	.....	.....	.....	.....	1,494.3
February....	44.4	424.4	142.0	62.1	278.7	81.8	656.5	1,327.4	235.7	1,502.3
March.....	44.5	427.1	142.5	.....	.....	.....	.....	.....	.....	1,510.1
April.....	43.2	431.5	145.4	.....	.....	.....	.....	.....	.....	1,536.2
May.....	45.7	443.1	151.2	62.4	356.0	84.6	679.2	1,382.0	242.3	1,592.7
June.....	46.2	458.1	162.9	.....	.....	.....	.....	.....	.....	1,659.2
July*.....	46.2	451.7	164.6	.....	.....	.....	.....	.....	.....	1,651.5
August†.....	44.9	459.2	160.3	.....	.....	.....	.....	.....	.....	1,663.4

<sup>(1)</sup> Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

<sup>(2)</sup> Includes post office wages and salaries.

<sup>(3)</sup> Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

\* Revised.

† Preliminary.



## C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—at August 1961 employers in the principal non-agricultural industries reported a total employment of 2,928,120. Tables C-1 (every second month) and C-3 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage earners in the reporting firms.

**TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES**

(1949=100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Year and Month	Industrial Composite				Manufacturing			
	Index Numbers (1949=100) <sup>(1)</sup>			Average Weekly Wages and Salaries	Index Numbers (1949=100)			Average Weekly Wages and Salaries
	Employment	Aggregate Payrolls	Average Weekly Wages and Salaries		Employment	Aggregate Payrolls	Average Weekly Wages and Salaries	
				\$				\$
<b>Averages</b>								
1955.....	112.9	161.2	142.1	61.05	109.8	159.5	144.4	63.48
1956.....	120.7	182.0	150.0	64.44	115.8	176.8	151.7	66.71
1957.....	122.6	194.7	158.1	67.93	115.8	185.3	159.1	69.94
1958.....	117.9	194.1	163.9	70.43	109.8	182.7	165.3	72.67
1959.....	119.7	205.7	171.0	73.47	111.1	193.3	172.5	75.84
<b>1960</b>								
August.....	123.1	201.0	176.8	75.94	111.7	199.7	176.5	77.62
September.....	123.1	220.7	178.2	76.55	111.6	201.6	178.2	78.37
October.....	121.5	218.2	178.3	76.60	109.6	199.4	179.6	78.95
November.....	119.7	214.5	177.9	76.43	108.1	197.2	180.0	79.16
December.....	114.8	202.4	175.0	75.18	104.1	187.0	177.2	77.92
<b>1961</b>								
January.....	111.6	201.4	179.2	77.00	104.3	191.6	181.1	79.65
February.....	111.0	202.5	181.1	77.80	104.6	193.5	182.5	80.24
March.....	111.1	202.3	180.7	77.64	104.9	194.4	182.8	80.36
April.....	112.6	206.3	181.8	78.12	105.4	196.7	184.1	80.95
May.....	117.2	214.6	181.6	78.00	108.4	201.8	183.6	80.72
June.....	121.3	223.6	182.8	78.55	111.2	208.1	184.6	81.17
July*.....	122.5	225.1	182.1	78.24	110.9	205.6	182.7	80.34
August†.....	123.5	226.8	182.1	78.22	112.9	209.4	182.8	80.37

<sup>(1)</sup> Includes (1) Forestry (chiefly logging), (2) Mining (including milling, quarrying and oil wells), (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

\* Revised.

† Preliminary.

## Conciliation Proceedings

(Continued from page 1151)

S. E. Dinsdale and Paul Siren, both of Toronto, who were previously appointed on the nomination of the company and union, respectively.

### Disputes Lapsed

1. Hill The Mover (Canada) Ltd. (Victoria Terminal) Victoria, B.C., and Local 885 of the International Brotherhood of

Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., June, p. 569).

2. Quebecair Inc., Rimouski, Que., and Canadian Air Line Pilots Association (L.G., March, p. 257).

3. Radio Station CHVC, Niagara Falls, Ont., and National Association of Broadcast Employees and Technicians (L.G., April, p. 370).

**TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES**

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls D.B.S.

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	July 1961	June 1961	July 1960	July 1961	June 1961	July 1960
				\$	\$	\$
Newfoundland.....	148.9	142.4	145.9	72.06	72.06	68.11
Prince Edward Island.....	144.0	146.5	147.1	56.60	57.35	55.31
Nova Scotia.....	102.2	97.6	99.6	64.45	64.56	63.55
New Brunswick.....	112.2	108.5	106.1	62.74	63.06	63.50
Quebec.....	120.4	121.3	122.1	75.39	75.45	73.48
Ontario.....	120.4	120.8	119.8	81.63	81.85	78.93
Manitoba.....	115.6	113.4	115.9	74.27	74.04	72.83
Saskatchewan.....	132.9	130.7	134.4	75.29	75.28	73.04
Alberta (including Northwest Territories).....	163.8	161.9	164.4	80.71	80.93	79.16
British Columbia (including Yukon).....	118.6	116.0	120.3	84.80	85.77	83.48
<b>Canada.....</b>	<b>122.4</b>	<b>121.3</b>	<b>121.9</b>	<b>78.30</b>	<b>78.55</b>	<b>76.28</b>
<b>Urban Areas</b>						
St. John's.....	144.1	137.6	143.0	58.66	59.56	56.44
Sydney.....	88.3	84.8	96.0	76.53	76.08	74.13
Halifax.....	123.2	120.6	115.3	65.46	65.46	63.10
Moncton.....	108.9	107.5	101.7	61.10	61.11	59.43
Saint John.....	107.0	104.5	104.8	61.33	62.78	63.07
Chicoutimi—Jonquiere.....	115.3	113.4	123.4	98.92	95.75	94.68
Quebec.....	118.5	115.8	114.3	66.55	67.04	64.39
Sherbrooke.....	105.1	102.2	102.6	65.50	65.88	63.51
Shawinigan.....	107.5	103.5	111.5	87.26	86.18	84.97
Three Rivers.....	113.2	115.4	114.9	73.21	73.27	70.58
Drummondville.....	76.4	76.5	76.5	62.30	62.26	61.39
Montreal.....	124.3	125.0	124.0	77.24	77.48	75.15
Ottawa—Hull.....	130.6	130.2	128.3	73.96	73.74	71.31
Kingston.....	123.6	123.5	115.0	76.69	76.11	73.87
Peterborough.....	90.8	90.7	96.2	86.38	85.39	83.89
Oshawa.....	115.6	173.9	125.4	91.50	91.67	87.06
Toronto.....	132.0	132.8	129.7	82.54	82.36	79.66
Hamilton.....	109.8	110.1	112.6	87.94	87.52	84.23
St. Catharines.....	109.9	108.8	102.6	88.21	89.52	85.73
Niagara Falls.....	103.7	100.7	107.1	79.49	80.05	76.71
Brantford.....	83.2	82.3	77.7	74.06	74.20	70.12
Guelph.....	122.0	123.1	120.6	73.19	73.42	70.95
Galt.....	106.8	107.8	118.4	70.68	71.02	69.39
Kitchener.....	123.4	124.1	119.3	74.46	74.86	72.85
Sudbury.....	149.6	148.4	148.0	92.91	91.70	89.86
Timmins.....	94.0	93.9	95.6	70.33	70.20	67.56
London.....	132.2	131.7	125.5	75.06	75.00	72.98
Sarnia.....	134.6	128.6	128.1	100.90	101.23	97.84
Windsor.....	68.2	74.6	65.5	86.69	89.02	83.97
Sault Ste. Marie.....	146.9	143.7	143.0	99.04	98.26	94.27
Ft. William—Pt. Arthur.....	116.9	114.3	117.1	81.65	80.73	79.48
Winnipeg.....	113.4	113.0	114.2	71.17	71.37	69.67
Regina.....	141.5	141.5	137.2	72.37	73.07	69.59
Saskatoon.....	149.2	147.6	146.4	70.01	70.38	68.43
Edmonton.....	197.3	195.9	194.6	75.14	75.64	73.92
Calgary.....	175.8	177.7	179.3	76.66	77.42	75.19
Vancouver.....	115.6	113.6	116.9	84.20	84.11	81.97
Victoria.....	111.7	110.2	112.4	77.22	77.49	75.07

**TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES**

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls D.B.S.

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	July 1961	June 1961	July 1960	July 1961	June 1961	July 1960
<b>Mining</b> .....	<b>120.8</b>	<b>119.7</b>	<b>123.3</b>	<b>94.36</b>	<b>95.49</b>	<b>92.58</b>
Metal mining.....	136.1	135.2	139.7	96.13	98.18	94.21
Gold.....	72.8	72.8	74.5	76.63	78.53	74.43
Other metal.....	195.0	193.4	200.6	102.91	105.07	101.05
Fuels.....	84.7	84.0	91.6	97.19	97.15	94.46
Coal.....	42.0	40.6	49.3	74.05	73.32	72.72
Oil and natural gas.....	268.4	270.9	273.8	112.77	112.51	111.32
Non-metal.....	157.2	153.3	141.5	83.05	82.16	81.73
<b>Manufacturing</b> .....	<b>110.8</b>	<b>111.2</b>	<b>110.2</b>	<b>80.34</b>	<b>81.16</b>	<b>78.18</b>
Durable goods.....	111.4	113.7	111.9	86.68	87.42	83.72
Non-durable goods.....	110.2	109.1	108.8	74.97	75.70	73.39
Food and beverages.....	125.2	119.0	123.5	70.35	72.25	69.38
Meat products.....	140.0	137.5	142.8	80.03	84.25	78.91
Canned and preserved fruits and vegetables.....	151.2	96.1	144.2	56.07	64.07	56.26
Grain mill products.....	104.0	102.8	104.8	79.51	79.43	76.09
Bread and other bakery products.....	112.8	113.1	114.1	68.08	69.25	66.50
Distilled and malt liquors.....	103.4	102.6	103.3	98.51	98.56	95.73
Tobacco and tobacco products.....	80.9	81.9	78.6	83.22	82.36	81.35
Rubber products.....	99.6	100.3	98.8	82.63	84.00	80.11
Leather products.....	87.8	87.2	83.1	54.04	54.27	52.26
Boots and shoes (except rubber).....	95.1	94.6	91.2	52.00	51.62	50.25
Textile products (except clothing).....	77.7	78.5	76.5	63.62	64.40	61.79
Cotton yarn and broad woven goods.....	70.8	70.6	68.3	59.39	61.62	56.87
Woolen goods.....	62.3	62.6	62.9	60.52	61.12	59.34
Synthetic textiles and silk.....	83.6	84.1	83.5	70.51	70.02	68.87
Clothing (textile and fur).....	88.4	89.5	87.4	50.09	49.86	48.43
Men's clothing.....	89.3	91.6	88.4	48.41	48.32	46.49
Women's clothing.....	96.2	96.2	93.0	51.99	50.70	50.31
Knit goods.....	70.2	70.3	69.2	50.61	50.03	48.11
Wood products.....	110.8	109.3	109.2	69.33	69.85	67.34
Saw and planing mills.....	117.0	114.7	112.6	71.09	71.78	69.10
Furniture.....	109.8	109.7	111.0	67.70	67.66	65.59
Other wood products.....	82.5	82.5	89.7	61.37	62.37	61.00
Paper products.....	128.0	127.3	128.2	94.68	94.91	92.93
Pulp and paper mills.....	129.9	128.7	131.0	101.78	102.16	100.26
Other paper products.....	123.5	124.0	121.4	77.18	77.29	74.27
Printing, publishing and allied industries.....	123.4	124.5	123.2	87.63	87.63	84.76
Iron and steel products.....	105.0	105.4	107.0	92.39	92.46	88.79
Agricultural implements.....	64.2	67.9	67.3	91.75	93.64	91.46
Fabricated and structural steel.....	149.6	149.5	168.0	92.07	93.79	89.39
Hardware and tools.....	99.6	100.4	97.9	81.78	82.15	79.54
Heating and cooking appliances.....	97.6	97.5	97.8	78.97	79.17	76.24
Iron castings.....	90.6	91.4	89.0	88.28	88.17	83.69
Machinery, industrial.....	116.3	115.2	117.9	87.96	88.42	85.70
Primary iron and steel.....	122.2	120.5	121.4	106.59	106.03	99.91
Sheet metal products.....	107.7	109.7	111.1	92.01	91.95	90.60
Wire and wire products.....	111.8	111.5	115.8	94.67	94.22	87.77
Transportation equipment.....	97.8	106.9	94.7	90.92	92.45	87.57
Aircraft and parts.....	253.8	258.2	236.6	94.38	95.29	91.67
Motor vehicles.....	68.1	105.3	67.5	106.41	103.85	98.04
Motor vehicles parts and accessories.....	102.2	102.9	87.5	87.52	90.46	83.76
Railroad and rolling stock equipment.....	58.6	55.2	63.3	85.44	83.97	80.78
Shipbuilding and repairing.....	128.9	130.7	124.9	81.49	83.55	84.41
Non-ferrous metal products.....	123.3	126.5	131.8	93.06	93.33	90.50
Aluminum products.....	141.2	141.2	147.3	89.81	89.13	85.34
Brass and copper products.....	103.4	103.4	102.7	88.98	89.48	86.26
Smelting and refining.....	141.4	147.4	157.0	101.01	101.08	98.31
Electrical apparatus and supplies.....	133.2	133.7	133.4	87.73	88.17	84.38
Heavy electrical machinery.....	101.5	100.7	106.5	95.20	95.72	93.16
Telecommunication equipment.....	226.4	228.7	215.8	86.20	86.45	81.36
Non-metallic mineral products.....	146.1	146.0	147.9	84.76	85.71	81.17
Clay products.....	94.4	92.1	92.2	76.98	79.20	75.02
Glass and glass products.....	159.3	160.3	155.6	78.93	80.47	74.63
Products of petroleum and coal.....	139.6	140.2	140.6	116.38	116.78	115.62
Petroleum refining and products.....	142.3	142.9	143.7	117.17	117.59	116.53
Chemical products.....	133.5	133.3	134.5	94.44	94.78	91.36
Medicinal and pharmaceutical preparations.....	119.0	120.9	116.4	83.39	82.69	80.49
Acids, alkalis and salts.....	159.8	158.3	164.6	106.06	106.47	101.70
Miscellaneous manufacturing industries.....	138.9	139.0	130.0	70.70	71.40	69.59
<b>Construction</b> .....	<b>142.4</b>	<b>134.3</b>	<b>144.5</b>	<b>84.08</b>	<b>83.26</b>	<b>83.17</b>
Building and general engineering.....	134.5	127.7	140.1	91.72	89.92	89.40
Highways, bridges and streets.....	155.5	145.5	151.7	73.03	73.47	73.72
Electric and motor transportation.....	135.8	138.0	133.2	83.10	83.68	81.44
<b>Service</b> .....	<b>156.3</b>	<b>155.2</b>	<b>150.7</b>	<b>54.93</b>	<b>55.23</b>	<b>52.15</b>
Hotels and restaurants.....	139.3	137.6	140.4	41.80	41.93	40.52
Laundries and dry cleaning plants.....	125.6	126.1	115.6	48.32	48.89	46.07
<b>Industrial composite</b> .....	<b>122.4</b>	<b>121.3</b>	<b>121.9</b>	<b>78.30</b>	<b>78.55</b>	<b>76.28</b>



Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

#### TABLE C-4—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES

(Hourly-Rated Wage-Earners) SOURCE: Man-hours and Hourly Earnings (Dominion Bureau of Statistics)

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings		
	July 1961	June 1961	July 1960	July 1961	June 1961	July 1960
				\$	\$	\$
Newfoundland.....	42.5	44.1	42.8	1.54	1.53	1.51
Nova Scotia.....	41.1	42.3	41.5	1.59	1.57	1.54
New Brunswick.....	40.7	43.7	42.4	1.54	1.46	1.53
Quebec.....	41.4	41.7	41.3	1.65	1.65	1.61
Ontario.....	40.6	40.9	40.5	1.92	1.93	1.86
Manitoba.....	40.2	40.3	40.3	1.73	1.74	1.68
Saskatchewan.....	38.6	39.6	39.3	1.96	1.96	1.89
Alberta <sup>(1)</sup> .....	39.8	40.1	40.3	1.95	1.96	1.89
British Columbia <sup>(2)</sup> .....	37.7	37.9	37.5	2.19	2.22	2.17

<sup>(1)</sup> Includes Northwest Territories.

<sup>(2)</sup> Includes Yukon Territory.

NOTE:—Information on hours and earnings by cities is obtainable from Man-Hours and Hourly Earnings (Dominion Bureau of Statistics).

#### TABLE C-6—EARNINGS AND HOURS OF HOURLY-RATED WAGE EARNERS IN MANUFACTURING

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

Period	Hours Worked Per week	Average Hourly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1949-100)	
				Current Dollars	1949 Dollars
	No.	\$	\$	No.	
Monthly Average 1955.....	41.0	1.45	59.45	142.4	122.4
Monthly Average 1956.....	41.0	1.52	62.40	149.5	126.3
Monthly Average 1957.....	40.4	1.61	64.96	155.6	127.4
Monthly Average 1958.....	40.2	1.66	66.77	160.0	127.7
Monthly Average 1959.....	40.7	1.72	70.16	168.1	132.8
Last Pay Period in:					
1960 August.....	40.5	1.76	71.46	171.2	133.3
September.....	40.9	1.77	72.37	173.4	134.0
October.....	40.6	1.78	72.66	174.1	134.3
November.....	40.6	1.79	72.82	174.5	134.6
December.....	38.7	1.82	70.60	169.1	130.9
1961 January.....	40.1	1.81	72.76	174.3	135.2
February.....	40.4	1.82	72.40	175.9	136.2
March.....	40.3	1.83	73.64	176.4	136.7
April.....	40.6	1.84	74.56	178.6	138.5
May.....	40.5	1.84	74.44	178.3	138.3
June.....	41.0	1.83	75.02	179.7	139.3
July*.....	40.6	1.82	73.95	177.2	137.3
August†.....	40.8	1.82	74.23	177.8	137.8

NOTE: The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*, D.B.S., page ii.

\* Revised.

† Latest figures subject to revision.

**TABLE C-5—HOURS AND EARNINGS BY INDUSTRY**

(Hourly-Rated Wage-Earners)

Source: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	July 1961	June 1961	July 1960	July 1961	June 1961	July 1960	July 1961	June 1961	July 1960
	no.	no.	no.	\$	\$	\$	\$	\$	\$
<b>Mining</b> .....	<b>41.7</b>	<b>42.2</b>	<b>41.3</b>	<b>2.10</b>	<b>2.12</b>	<b>2.08</b>	<b>87.62</b>	<b>89.39</b>	<b>86.05</b>
Metal mining.....	41.6	42.5	41.0	2.18	2.20	2.18	90.73	93.47	89.12
Gold.....	41.3	43.1	40.8	1.70	1.69	1.68	70.26	72.91	68.63
Other metal.....	41.7	42.3	41.0	2.36	2.39	2.36	98.44	101.26	97.01
Fuels.....	41.0	41.4	41.1	1.98	1.99	1.96	81.27	82.30	80.57
Coal.....	41.5	41.2	40.9	1.74	1.75	1.74	73.40	71.98	71.09
Oil and natural gas.....	40.1	41.6	41.7	2.36	2.32	2.33	94.67	96.68	97.18
Non-metal.....	42.7	41.9	42.8	1.92	1.92	1.93	82.06	80.63	79.87
<b>Manufacturing</b> .....	<b>40.6</b>	<b>41.0</b>	<b>40.6</b>	<b>1.82</b>	<b>1.83</b>	<b>1.77</b>	<b>73.99</b>	<b>75.02</b>	<b>72.01</b>
Durable goods.....	40.9	41.3	40.7	1.98	1.99	1.92	81.03	82.04	77.95
Non-durable goods.....	40.4	40.8	40.5	1.68	1.68	1.64	67.78	68.58	66.64
Food and beverages.....	41.1	42.2	41.9	1.57	1.59	1.54	64.68	66.98	64.60
Meat products.....	40.3	42.2	40.7	1.88	1.91	1.84	75.83	80.55	75.03
Canned and preserved fruits and vegetables.....	41.3	39.4	43.4	1.21	1.39	1.20	50.08	54.62	51.99
Grain mill products.....	42.3	42.7	42.5	1.78	1.75	1.72	75.25	74.76	73.22
Bread and other bakery products.....	42.3	43.4	42.3	1.49	1.50	1.46	63.11	64.95	61.82
Distilled liquors.....	39.6	41.4	40.5	2.04	2.08	2.02	80.93	85.85	81.76
Malt liquors.....	41.7	41.1	41.0	2.36	2.35	2.22	98.48	96.61	91.10
Tobacco and tobacco products.....	39.7	39.7	41.6	1.94	1.94	1.84	77.26	78.92	76.41
Rubber products.....	40.6	41.4	40.0	1.88	1.89	1.85	76.39	76.37	74.10
Leather products.....	40.2	40.2	39.4	1.23	1.24	1.20	49.38	49.91	47.38
Boots and shoes (except rubber).....	40.7	40.0	39.4	1.18	1.18	1.16	47.91	47.40	45.85
Other leather products.....	39.2	40.5	39.2	1.34	1.37	1.30	52.73	55.65	51.02
Textile products (except clothing).....	41.4	42.1	41.3	1.37	1.37	1.33	56.68	57.78	55.09
Cotton yarn and broad woven goods.....	39.3	40.5	38.7	1.40	1.41	1.34	54.95	57.21	52.01
Woolen goods.....	42.7	43.7	43.6	1.28	1.29	1.25	54.81	56.19	54.51
Synthetic textiles and silk.....	43.0	42.7	42.6	1.45	1.46	1.44	62.49	62.17	61.21
Clothing (textile and fur).....	37.9	38.0	37.5	1.18	1.17	1.15	44.86	44.02	42.98
Men's clothing.....	37.3	37.3	36.6	1.17	1.17	1.15	43.65	43.72	41.99
Women's clothing.....	36.7	36.3	36.3	1.27	1.24	1.22	46.60	45.02	44.27
Knit goods.....	40.7	40.9	40.2	1.10	1.10	1.07	44.98	45.05	42.85
*Wood products.....	41.3	41.6	40.7	1.60	1.60	1.57	68.21	66.65	63.80
Saw and planing mills.....	40.8	41.0	39.9	1.69	1.70	1.66	69.05	69.61	66.30
Furniture.....	42.5	42.7	42.4	1.48	1.47	1.44	62.71	62.64	61.09
Other wood products.....	42.1	42.3	42.1	1.34	1.34	1.33	56.35	57.53	55.94
Paper products.....	41.4	41.4	41.7	2.16	2.15	2.10	89.21	88.94	87.51
Pulp and paper mills.....	41.3	41.4	42.0	2.32	2.31	2.25	95.91	95.61	94.54
Other paper products.....	41.6	41.5	40.9	1.70	1.71	1.65	70.70	70.86	67.43
Printing, publishing and allied industries.....	38.8	39.2	39.2	2.22	2.22	2.16	86.33	86.92	84.45
*Iron and steel products.....	40.9	41.1	40.9	2.15	2.14	2.06	87.93	87.90	84.37
Agricultural implements.....	38.3	40.1	41.0	2.17	2.16	2.07	83.27	86.38	84.86
Fabricated and structural steel.....	39.4	41.0	41.0	2.12	2.10	2.05	93.43	86.13	84.13
Hardware and tools.....	41.9	42.2	40.9	1.79	1.79	1.78	75.14	75.64	72.69
Heating and cooking appliances.....	40.5	40.5	39.6	1.80	1.80	1.77	73.06	73.10	69.98
Iron castings.....	41.5	41.8	40.5	2.02	2.01	1.95	84.00	83.99	79.14
Machinery, industrial.....	41.3	41.8	41.8	1.98	1.98	1.92	81.92	82.55	80.19
Primary iron and steel.....	40.3	40.2	40.0	2.55	2.54	2.40	102.91	101.88	96.12
Sheet metal products.....	41.7	41.9	41.9	2.13	2.10	2.07	88.84	88.18	86.92
Wire and wire products.....	42.2	42.2	40.5	2.13	2.12	2.00	89.67	89.57	81.15
*Transportation equipment.....	39.9	40.8	40.0	2.11	2.13	2.01	84.23	87.00	80.27
Aircraft and parts.....	41.1	41.7	40.6	2.11	2.10	2.04	86.72	87.83	82.57
Motor vehicles.....	39.6	41.7	37.0	2.40	2.34	2.25	95.06	97.60	83.21
Motor vehicle parts and accessories.....	38.8	40.5	39.1	2.08	2.09	1.94	80.67	84.52	76.12
Railroad and rolling stock equipment.....	40.3	39.4	39.9	2.07	2.07	1.96	83.54	81.67	78.44
Shipbuilding and repairing.....	39.1	40.0	41.6	2.03	2.05	1.98	79.46	81.97	82.27
*Non-ferrous metal products.....	40.6	40.6	40.7	2.15	2.16	2.10	87.21	87.56	85.10
Aluminum products.....	43.0	41.6	42.0	1.91	1.90	1.82	82.12	78.84	76.60
Brass and copper products.....	41.6	41.6	41.3	2.02	2.02	1.97	84.04	84.27	81.28
Smelting and refining.....	39.8	40.0	40.3	2.38	2.39	2.31	94.75	95.40	93.02
*Electrical apparatus and supplies.....	40.8	41.0	40.1	1.89	1.88	1.84	77.04	77.18	73.97
Heavy electrical machinery and equipment.....	41.2	41.2	40.7	2.08	2.08	2.07	85.64	85.71	84.39
Telecommunication equipment.....	40.8	40.6	39.7	1.73	1.73	1.65	70.77	70.23	68.69
Refrigerators, vacuum cleaners and appliances.....	39.4	40.1	40.0	1.91	1.91	1.91	75.41	76.64	76.19
Wire and cable.....	43.0	43.4	40.9	2.11	2.08	2.01	90.76	90.49	82.22
Miscellaneous electrical products.....	40.1	40.6	39.7	1.80	1.79	1.73	72.13	72.59	68.71
*Non-metallic mineral products.....	42.9	43.7	42.5	1.86	1.86	1.79	79.67	81.38	76.13
Clay products.....	42.5	43.8	41.9	1.68	1.69	1.65	71.55	74.13	69.06
Glass and glass products.....	39.9	41.0	39.4	1.86	1.87	1.77	74.25	76.59	69.74
Products of petroleum and coal.....	41.3	41.5	41.1	2.57	2.57	2.51	105.96	106.69	103.28
Chemical products.....	40.8	41.2	40.8	2.03	2.03	1.99	82.96	83.64	81.36
Medicinal and pharmaceutical preparations.....	39.8	40.1	40.2	1.54	1.54	1.49	61.33	61.84	60.08
Acids, alkalis and salts.....	40.9	41.2	40.9	2.35	2.33	2.26	95.96	96.07	92.47
Miscellaneous manufacturing industries.....	41.1	41.1	40.9	1.50	1.51	1.48	61.46	62.15	60.56
<b>Construction</b> .....	<b>42.3</b>	<b>41.9</b>	<b>42.7</b>	<b>1.95</b>	<b>1.94</b>	<b>1.93</b>	<b>82.50</b>	<b>81.47</b>	<b>82.21</b>
Building and general engineering.....	41.9	41.1	41.7	2.14	2.13	2.10	89.45	87.31	87.64
Highways, bridges and streets.....	43.0	43.3	44.5	1.64	1.65	1.64	70.50	71.43	72.88
Electric and motor transportation.....	43.3	43.8	44.0	1.89	1.90	1.84	82.01	83.12	80.67
<b>Service</b> .....	<b>38.9</b>	<b>39.0</b>	<b>39.0</b>	<b>1.04</b>	<b>1.06</b>	<b>1.03</b>	<b>40.62</b>	<b>41.14</b>	<b>39.98</b>
Hotels and restaurants.....	39.1	39.0	39.2	1.01	1.02	0.99	39.40	39.93	38.93
Laundries and dry cleaning plants.....	39.7	40.0	39.4	1.02	1.03	1.00	40.71	41.07	39.23

\*Durable manufactured goods industries.

## D—National Employment Service Statistics

Tables D-1 to D-5 are based on two statistical reports of the National Employment Service. These reports serve different operational purposes and, therefore, the data are not necessarily identical.

**TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT**

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Period	Unfilled Vacancies*			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
November 1, 1955.....	24,268	14,665	38,933	136,620	69,715	206,335
November 1, 1956.....	31,997	17,154	49,151	108,703	65,017	173,720
November 1, 1957.....	9,751	11,046	20,797	218,449	86,581	305,030
November 1, 1958.....	7,819	9,552	16,871	255,451	115,711	371,162
November 1, 1959.....	11,997	13,013	25,010	195,816	107,407	303,223
November 1, 1960.....	11,944	10,866	22,810	281,484	124,255	405,739
December 1, 1960.....	15,932	10,799	26,731	393,856	144,123	537,979
January 1, 1961.....	9,859	7,996	17,855	570,789	163,893	734,682
February 1, 1961.....	8,866	8,377	17,243	668,766	185,972	854,738
March 1, 1961.....	8,786	9,513	18,299	691,351	186,991	878,342
April 1, 1961.....	9,927	11,387	21,314	683,034	180,982	864,016
May 1, 1961.....	14,098	13,802	27,900	594,904	172,884	767,788
June 1, 1961.....	17,078	17,208	34,286	418,218	151,611	569,829
July 1, 1961.....	15,103	16,445	31,548	268,284	125,447	393,731
August 1, 1961.....	15,880	14,732	30,612	246,016	117,993	364,009
September 1, 1961.....	14,963	17,850	32,813	216,245r	104,695	320,940r
October 1, 1961 <sup>(1)</sup> .....	14,645	17,066	31,711	216,358	101,260	317,618
November 1, 1961 <sup>(1)</sup> .....	12,936	14,979	27,915	249,228	107,697	356,925

<sup>(1)</sup> Latest figures subject to revision.

\* Current Vacancies only. Deferred Vacancies are excluded.

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**TABLE D-2—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT  
SEPTEMBER 29, 1961<sup>(1)</sup>**

(Source: National Employment Service, Unemployment Insurance Commission)

Industry	Male	Female	Total	Change from	
				August 31, 1961	September 30, 1960
<b>Agriculture, Fishing, Trapping</b> .....	<b>2,233</b>	<b>270</b>	<b>2,503</b>	<b>+ 800</b>	<b>+ 1,264</b>
<b>Forestry</b> .....	<b>1,204</b>	<b>5</b>	<b>1,209</b>	<b>- 533</b>	<b>- 552</b>
<b>Mining, Quarrying and Oil Wells</b> .....	<b>283</b>	<b>28</b>	<b>311</b>	<b>- 19</b>	<b>- 219</b>
Metal Mining.....	167	10	177	- 32	- 130
Fuels.....	66	10	76	+ 9	- 89
Non-Metal Mining.....	16	3	19	- 6	- 4
Quarrying, Clay and Sand Pits.....	13	1	14	- 2	+ 8
Prospecting.....	21	4	25	+ 12	- 4
<b>Manufacturing</b> .....	<b>3,482</b>	<b>3,236</b>	<b>6,718</b>	<b>- 1,163</b>	<b>+ 1,952</b>
Foods and Beverages.....	416	841	1,257	- 1,003	+ 420
Tobacco and Tobacco Products.....	5	11	16	+ 7	+ 3
Rubber Products.....	20	9	29	- 1	- 4
Leather Products.....	69	215	284	- 28	+ 142
Textile Products (except clothing).....	101	131	232	+ 12	+ 86
Clothing (textile and fur).....	171	1,193	1,364	+ 12	+ 426
Wood Products.....	346	99	445	+ 29	+ 142
Paper Products.....	152	68	220	- 64	- 72
Printing, Publishing and Allied Industries.....	146	126	272	+ 15	+ 116
Iron and Steel Products.....	663	123	786	- 60	+ 205
Transportation Equipment.....	534	48	582	+ 134	+ 218
Non-Ferrous Metal Products.....	129	41	170	- 190	0
Electrical Apparatus and Supplies.....	277	130	407	+ 21	+ 113
Non-Metallic Mineral Products.....	76	18	94	- 16	0
Products of Petroleum and Coal.....	30	7	37	+ 2	+ 7
Chemical Products.....	179	66	245	0	+ 10
Miscellaneous Manufacturing Industries.....	168	110	278	- 33	+ 80
<b>Construction</b> .....	<b>1,569</b>	<b>78</b>	<b>1,647</b>	<b>- 1</b>	<b>+ 290</b>
General Contractors.....	944	50	994	- 40	+ 171
Special Trade Contractors.....	625	28	653	+ 39	+ 119
<b>Transportation, Storage and Communication</b> .....	<b>542</b>	<b>204</b>	<b>746</b>	<b>- 170</b>	<b>- 53</b>
Transportation.....	373	86	459	- 141	+ 3
Storage.....	24	16	40	- 2	+ 12
Communication.....	145	102	247	- 27	- 68
<b>Public Utility Operation</b> .....	<b>86</b>	<b>19</b>	<b>105</b>	<b>- 96</b>	<b>+ 44</b>
<b>Trade</b> .....	<b>2,604</b>	<b>2,898</b>	<b>5,502</b>	<b>+ 736</b>	<b>+ 1,652</b>
Wholesale.....	797	456	1,253	- 38	+ 369
Retail.....	1,807	2,442	4,249	+ 774	+ 1,283
<b>Finance, Insurance and Real Estate</b> .....	<b>692</b>	<b>496</b>	<b>1,188</b>	<b>- 28</b>	<b>+ 193</b>
<b>Service</b> .....	<b>2,288</b>	<b>9,771</b>	<b>12,059</b>	<b>- 554</b>	<b>+ 1,766</b>
Community or Public Service.....	406	2,005	2,501	- 664	+ 326
Government Service.....	595	416	1,011	- 170	- 267
Recreation Service.....	111	78	189	- 61	+ 72
Business Service.....	539	361	900	+ 37	+ 204
Personal Service.....	637	6,821	7,458	+ 304	+ 1,421
<b>GRAND TOTAL</b> .....	<b>14,983</b>	<b>17,005</b>	<b>31,988</b>	<b>- 1,028</b>	<b>+ 6,337</b>

<sup>(1)</sup> Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.

**TABLE D-3—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT  
BY OCCUPATION AND BY SEX AS AT SEPTEMBER 29, 1961<sup>(1)</sup>**

(Source: National Employment Service, Unemployment Insurance Commission)

Occupational Group	Unfilled Vacancies <sup>(2)</sup>			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers.....	1,647	1,664	3,311	6,410	1,845	8,255
Clerical Workers.....	1,201	3,036	4,237	14,433	43,239	57,672
Sales Workers.....	1,669	1,292	2,961	6,171	12,454	18,625
Personal and Domestic Service Workers.....	784	7,473	8,257	25,202	17,699	42,901
Seamen.....	24	.....	24	894	14	908
Agriculture, Fishing, Forestry (Ex. log.).....	1,967	184	2,151	2,772	221	2,993
Skilled and Semi-Skilled Workers.....	5,664	1,887	7,551	90,697	11,566	102,263
Food and kindred products (incl. tobacco).....	60	27	87	961	313	1,274
Textiles, clothing, etc.....	162	1,364	1,526	1,454	6,623	8,077
Lumber and lumber products.....	1,262	1	1,263	7,508	94	7,602
Pulp, paper (incl. printing).....	67	14	81	951	375	1,326
Leather and leather products.....	61	150	211	682	675	1,357
Stone, clay and glass products.....	7	1	8	251	17	268
Metalworking.....	851	42	893	13,956	614	14,570
Electrical.....	128	65	193	2,371	572	2,943
Transportation equipment.....	1	.....	1	598	33	631
Mining.....	75	.....	75	1,381	1	1,382
Construction.....	914	.....	914	18,636	3	18,639
Transportation (except seamen).....	521	10	531	15,627	102	16,029
Communications and public utility.....	61	.....	61	622	4	626
Trade and service.....	188	163	351	3,683	1,289	4,972
Other skilled and semi-skilled.....	1,125	32	1,157	16,106	632	16,738
Foremen.....	60	16	76	1,801	213	2,014
Apprentices.....	121	2	123	3,809	6	3,815
Unskilled Workers.....	1,689	1,530	3,219	69,779	14,222	84,001
Food and tobacco.....	198	741	939	1,930	3,003	4,933
Lumber and lumber products.....	68	16	84	6,158	267	6,425
Metalworking.....	83	16	99	5,011	437	5,448
Construction.....	474	.....	474	29,462	.....	29,462
Other unskilled workers.....	866	757	1,623	27,218	10,515	37,733
<b>GRAND TOTAL.....</b>	<b>14,645</b>	<b>17,066</b>	<b>31,711</b>	<b>216,358</b>	<b>101,260</b>	<b>317,618</b>

<sup>(1)</sup> Preliminary—subject to revision.

<sup>(2)</sup> Current vacancies only. Deferred vacancies are excluded.

**TABLE D-4—UNFILLED VACANCIES AND REGISTRATIONS AT SEPTEMBER 29, 1961**

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Office	Unfilled Vacancies <sup>(2)</sup>			Registrations		
	(1)	Previous Month	Previous Year	(1)	Previous Month	Previous Year
	Sept. 29, 1961	Aug. 31, 1961	Sept. 29, 1960	Sept. 29, 1961	Aug. 31, 1961	Sept. 29, 1960
<b>Newfoundland</b> .....	<b>325</b>	<b>279</b>	<b>356</b>	<b>5,872</b>	<b>6,885</b>	<b>6,081</b>
Corner Brook.....	26	24	30	1,578	2,016	1,321
Grand Falls.....	6	2	3	507	605	547
St. John's.....	293	253	323	3,787	4,264	4,213
<b>Prince Edward Island</b> .....	<b>665</b>	<b>112</b>	<b>516</b>	<b>920</b>	<b>984</b>	<b>968</b>
Charlottetown.....	97	42	156	495	444	605
Summerside.....	568	70	360	425	540	363
<b>Nova Scotia</b> .....	<b>1,018</b>	<b>979</b>	<b>800</b>	<b>13,831</b>	<b>15,474</b>	<b>14,270</b>
Amherst.....	36	48	17	414	504	443
Bridgewater.....	18	12	23	637	674	706
Halifax.....	490	532	411	3,881	3,401	4,182
Inverness.....	2	7	.....	245	227	218
Kentville.....	278	102	149	765	1,035	973
Liverpool.....	18	12	29	363	285	369
New Glasgow.....	58	69	27	1,172	1,125	1,763
Springhill.....	.....	11	.....	554	537	823
Sydney.....	26	71	58	3,396	5,364	3,244
Sydney Mines*.....	16	29	.....	1,135	1,154	.....
Truro.....	52	53	51	712	616	930
Yarmouth.....	24	33	35	557	552	619
<b>New Brunswick</b> .....	<b>1,013</b>	<b>752</b>	<b>775</b>	<b>9,078</b>	<b>9,383</b>	<b>10,536</b>
Bathurst.....	43	20	26	739	704	783
Campbellton.....	217	29	8	835	974	1,338
Edmundston.....	25	26	27	390	564	.....
Fredericton.....	160	211	125	990	1,164	1,241
Minto.....	39	53	124	201	197	339
Moncton.....	301	199	210	2,089	2,044	2,272
Newcastle.....	.....	3	4	672	676	780
Saint John.....	165	151	187	2,154	2,110	2,186
St. Stephen.....	17	26	12	543	427	526
Sussex.....	6	11	11	196	178	296
Woodstock.....	40	23	41	269	345	321
<b>Quebec</b> .....	<b>9,218</b>	<b>8,295</b>	<b>7,211</b>	<b>94,755</b>	<b>97,107</b>	<b>98,810</b>
Alma.....	13	16	12	1,230	1,486	967
Asbestos.....	1	6	1	227	218	363
Baie Comeau.....	.....	13	221	326	366	299
Beauharnois.....	125	12	32	639	704	595
Buckingham.....	9	8	17	476	461	469
Causapscul.....	67	71	93	488	522	614
Chandler.....	6	4	8	692	493	285
Chicoutimi.....	145	116	133	1,771	1,606	1,385
Cowansville.....	18	12	34	245	222	176
Dolbeau.....	106	400	97	666	700	538
Drummondville.....	126	126	28	1,116	1,160	1,266
Farnham.....	143	69	87	292	346	300
Forestville.....	1	6	92	280	258	159
Gaspé.....	35	37	15	334	367	211
Granby.....	36	170	102	1,146	1,402	1,411
Hull.....	71	69	44	1,718	1,732	2,041
Joliette.....	296	122	99	2,040	2,490	2,173
Jonquière.....	75	69	22	1,571	1,507	1,536
Lachute.....	24	16	16	370	324	416
La Malbaie.....	231	568	297	664	931	670
La Tuque.....	121	77	645	598	534	445
Lévis.....	25	21	24	1,393	1,482	2,008
Louiseville.....	48	38	15	524	543	610
Magog.....	4	3	5	312	353	306
Maniwaki.....	32	37	72	301	326	257
Matane.....	36	35	14	573	585	299
Mégantic.....	1	2	1	372	397	356
Mont-Laurier.....	25	50	15	417	517	308
Montmagny.....	12	5	13	772	802	505
Montreal.....	4,420	3,653	2,396	41,145	40,320	43,665
New Richmond.....	3	15	83	498	424	303
Port Alfred.....	5	23	20	554	507	338
Quebec.....	913	669	537	6,264	7,544	7,154
Rimouski.....	59	40	114	1,352	1,530	1,143
Rivière du Loup.....	9	208	41	1,059	1,581	930
Roberval.....	25	48	84	896	956	698
Rouyn.....	97	54	49	1,449	1,450	1,554
Ste. Agathe-des-Monts.....	44	79	11	397	322	439
Ste. Anne de Bellevue.....	111	107	85	623	583	608
Ste. Thérèse.....	490	80	137	1,116	1,165	1,348
St. Hyacinthe.....	54	53	47	774	1,049	1,358
St. Jean.....	118	93	48	1,440	1,317	1,488
St. Jérôme.....	63	78	57	1,010	867	895
Sept-Îles.....	162	102	408	814	1,003	969
Shawinigan.....	68	57	130	2,267	2,347	1,982
Sherbrooke.....	252	228	253	2,939	2,863	2,991
Sorel.....	73	67	43	1,461	1,355	1,470
Thetford Mines.....	17	18	30	672	685	667
Trois-Rivières.....	166	162	96	2,334	2,375	2,939



**TABLE D-4—UNFILLED VACANCIES AND REGISTRATIONS AT SEPTEMBER 29, 1961**

(Source: National Employment Service, Unemployment Insurance Commission)

Office	Unfilled Vacancies <sup>(2)</sup>			Registrations		
	(1) Sept. 29, 1961	Previous Month Aug. 31, 1961	Previous Year Sept. 29, 1960	(1) Sept. 29, 1961	Previous Month Aug. 31, 1961	Previous Year Sept. 29, 1960
<b>Quebec—Cont'd.</b>						
Val d'Or.....	53	69	15	1,375	1,262	1,299
Valleyfield.....	28	23	16	1,047	1,019	1,358
Victoriaville.....	55	62	34	896	888	1,203
Ville St. Georges.....	101	129	223	821	861	983
<b>Ontario.....</b>	<b>12,688</b>	<b>13,641</b>	<b>9,021</b>	<b>114,558</b>	<b>112,788</b>	<b>132,286</b>
Arnprior.....	59	25	55	192	178	184
Barrie.....	59	54	24	832	788	972
Belleville.....	105	82	46	1,134	1,070	1,212
Bracebridge.....	18	11	42	424	357	479
Brampton.....	29	25	32	875	991	1,155
Brantford.....	55	123	66	2,506	2,181	2,839
Brookville.....	38	48	26	386	429	512
Carleton Place.....	15	24	7	129	149	143
Chatham.....	148	168	100	923	1,935	1,071
Cobourg.....	55	68	57	719	624	653
Collingwood.....	43	36	5	381	472	563
Cornwall.....	100	109	100	1,780	1,740	2,372
Elliot Lake.....	38	37	19	315	373	254
Fort Erie.....	5	1	7	384	302	390
Fort Frances.....	23	25	24	257	236	195
Fort William.....	66	91	83	1,363	1,358	1,042
Galt.....	143	94	130	1,126	1,061	1,060
Gananoque.....	5	11	2	199	140	194
Goderich.....	34	34	23	274	317	314
Guelph.....	42	74	33	1,017	1,201	1,429
Hamilton.....	1,466	1,423	824	10,220	10,074	12,057
Hawkesbury.....	9	43	23	250	303	338
Kapuskasing.....	57	51	42	607	744	489
Kenora.....	15	28	13	365	285	277
Kingston.....	75	112	92	1,471	1,478	1,623
Kirkland Lake.....	65	44	43	811	791	783
Kitchener.....	239	181	175	1,897	1,776	2,140
Leamington.....	63	102	33	264	320	499
Lindsay.....	19	35	21	622	479	492
Listowel.....	32	36	54	125	135	202
London.....	682	562	537	2,830	2,658	4,017
Long Branch.....	294	320	186	2,607	2,710	3,257
Midland.....	12	14	13	350	278	461
Napanee.....	9	9	9	271	264	267
Newmarket.....	85	71	46	733	762	1,011
Niagara Falls.....	145	135	37	1,156	1,411	1,328
North Bay.....	38	36	46	913	810	1,019
Oakville.....	208	118	111	651	958	993
Orillia.....	19	24	17	477	501	738
Oshawa.....	295	110	91	8,394	5,166	6,536
Ottawa.....	1,098	1,071	888	3,946	3,585	47,704
Owen Sound.....	54	52	41	641	734	888
Parry Sound.....	3	3	2	176	152	150
Pembroke.....	81	85	99	1,195	970	1,066
Perth.....	15	29	27	264	221	197
Peterborough.....	60	25	48	2,395	2,251	2,545
Pictou.....	5	13	7	102	117	120
Port Arthur.....	148	222	168	1,678	1,639	1,548
Port Colborne.....	46	49	11	542	436	551
Prescott.....	47	39	32	427	477	413
Renfrew.....	6	11	10	198	243	266
St. Catharines.....	657	1,310	236	3,014	3,940	3,073
St. Thomas.....	40	149	41	550	514	739
Sarnia.....	105	115	101	1,504	1,734	1,646
Sault Ste. Marie.....	176	161	141	1,497	1,574	2,008
Simcoe.....	124	363	108	573	422	663
Sioux Lookout.....	4	6	25	102	88	121
Smiths Falls.....	7	8	12	337	284	267
Stratford.....	45	41	75	522	524	611
Sturgeon Falls.....	16	22	25	579	472	381
Sudbury.....	199	264	144	2,494	2,623	2,381
Tillsonburg.....	52	88	35	274	181	346
Timmins.....	70	87	34	1,431	1,467	1,280
Toronto.....	3,667	3,414	2,740	27,905	26,398	36,487
Trenton.....	121	298	88	322	447	479
Walkerton.....	62	66	55	326	402	494
Wallaceburg.....	10	7	22	206	434	343
Welland.....	158	149	109	1,482	1,550	1,577
Weston.....	373	548	136	2,345	2,740	3,243
Windsor.....	305	316	226	6,657	7,561	7,039
Woodstock.....	27	37	41	644	612	1,100
<b>Manitoba.....</b>	<b>1,974</b>	<b>1,974</b>	<b>2,295</b>	<b>13,018</b>	<b>12,865</b>	<b>11,086</b>
Brandon.....	106	117	176	910	760	725
Dauphin.....	22	19	25	485	463	323
Flin Flon.....	25	23	22	146	152	105
Portage la Prairie.....	23	33	73	443	422	333
The Pas.....	37	65	90	235	206	153
Winnipeg.....	1,483	1,717	1,909	10,799	10,862	9,447

**TABLE D-4—UNFILLED VACANCIES AND REGISTRATIONS AT SEPTEMBER 29, 1961**

(Source: National Employment Service, Unemployment Insurance Commission)

Office	Unfilled Vacancies <sup>2</sup>			Registrations		
	(1)	Previous Month	Previous Year	(1)	Previous Month	Previous Year
	Sept. 29, 1961	Aug. 31, 1961	Sept. 29, 1960	Sept. 29, 1961	Aug. 31, 1961	Sept. 29, 1960
<b>Saskatchewan</b> .....	<b>780</b>	<b>764</b>	<b>974</b>	<b>9,553</b>	<b>8,628</b>	<b>6,620</b>
Estevan.....	25	32	34	229	298	121
Lloydminster.....	27	47	29	174	154	150
Moose Jaw.....	74	84	103	727	675	590
North Battleford.....	38	57	49	367	346	424
Prince Albert.....	96	65	81	891	709	733
Regina.....	180	139	240	2,495	2,180	1,867
Saskatoon.....	222	225	269	2,772	2,623	1,738
Swift Current.....	32	22	68	379	305	201
Weyburn.....	18	22	39	201	180	118
Yorkton.....	68	71	62	1,318	1,158	678
<b>Alberta</b> .....	<b>2,490</b>	<b>3,319</b>	<b>2,231</b>	<b>15,460</b>	<b>14,555</b>	<b>16,992</b>
Blairmore.....	8	16	9	171	168	180
Calgary.....	726	883	537	5,563	5,091	6,602
Drumheller.....	22	19	15	220	268	179
Edmonton.....	1,273	1,869	1,237	6,389	6,183	7,301
Edson.....	41	34	13	241	213	261
Grande Prairie.....	117	102	73	429	452	351
Lethbridge.....	51	72	154	1,083	822	894
Medicine Hat.....	80	112	94	814	755	699
Red Deer.....	172	212	99	550	603	525
<b>British Columbia</b> .....	<b>1,818</b>	<b>2,698</b>	<b>1,856</b>	<b>40,573</b>	<b>42,271</b>	<b>46,341</b>
Chilliwack.....	49	55	27	1,007	1,259	961
Courtenay.....	31	27	20	582	1,325	787
Cranbrook.....	46	50	34	419	369	508
Dawson Creek.....	49	59	27	502	554	551
Duncan.....	26	32	24	508	1,218	503
Kamloops.....	17	37	10	809	617	735
Kelowna.....	9	29	18	436	526	372
Kitimat.....	13	228	34	182	1,164	128
Mission City.....	41	56	23	626	710	634
Nanaimo.....	7	19	10	736	1,514	841
Nelson.....	21	50	20	497	407	410
New Westminster.....	167	263	221	6,444	6,119	7,156
Penticton.....	5	51	21	488	561	458
Port Alberni.....	40	110	30	596	959	614
Prince George.....	57	82	32	1,144	781	1,391
Prince Rupert.....	17	85	16	701	530	852
Princeton.....	9	12	9	240	224	190
Quesnel.....	35	42	12	537	471	705
Trail.....	51	58	77	517	483	366
Vancouver.....	930	1,039	841	19,491	18,435	23,386
Vernon.....	13	70	16	675	596	548
Victoria.....	153	183	99	3,142	3,157	3,935
Whitehorse.....	32	61	55	294	292	310
<b>Canada</b> .....	<b>31,711</b>	<b>32,813</b>	<b>26,035</b>	<b>317,618</b>	<b>320,940</b>	<b>343,990</b>
Males.....	14,645	14,963	12,239	216,358	216,245	228,632
Females.....	17,066	17,850	13,796	101,260	104,695	115,358

(1) Preliminary subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

\* Prior to March 1961, the office at Sydney Mines, N.S. operated as a branch of the Sydney N.S. local office.

**TABLE D-5—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES, 1956-1961**

(Source: National Employment Service, Unemployment Insurance Commission)

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1956.....	1,046,979	748,464	298,515	68,522	252,783	379,085	210,189	136,400
1957.....	877,704	586,780	290,924	59,412	215,335	309,077	185,962	107,918
1958.....	840,129	548,663	291,466	56,385	198,386	287,112	181,772	116,474
1959.....	986,073	661,872	324,201	70,352	239,431	336,527	211,951	127,812
1960.....	958,300	641,872	316,428	86,848	252,019	302,048	198,474	118,911
1960 (9 months).....	721,584	478,821	242,763	62,954	186,336	225,626	149,976	96,692
1961 (9 months).....	822,368	546,421	275,947	67,161	215,729	272,142	158,305	109,031

## E—Unemployment Insurance

**TABLE E-1—BENEFICIARIES AND BENEFIT PAYMENTS BY PROVINCE, AUGUST 1961**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Number of Beneficiaries Per Week (in thousands)	Weeks Paid	Amount of Benefit Paid \$
Newfoundland.....	4.2	18,317	422,270
Prince Edward Island.....	0.6	2,700	53,136
Nova Scotia.....	8.3	36,515	802,327
New Brunswick.....	6.2	27,210	583,589
Quebec.....	56.1	246,680	5,549,789
Ontario.....	68.5	301,483	6,954,305
Manitoba.....	7.1	31,354	704,498
Saskatchewan.....	4.7	20,495	444,268
Alberta.....	8.3	36,638	852,985
British Columbia.....	22.6	99,533	2,498,531
Total, Canada, August 1961.....	186.6	820,925	18,865,698
Total, Canada, July 1961.....	191.0	820,080	18,550,593
Total, Canada, August 1960.....	210.9	970,369	21,356,560

**TABLE E-2—CLAIMANTS CURRENTLY REPORTING TO LOCAL OFFICES BY NUMBER OF WEEKS ON CLAIM, PROVINCE AND SEX, AND PERCENTAGE POSTAL, AUGUST 31, 1961**

(Counted on last working day of the month)

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Total Claimants	Number of weeks on claim							Percentage Postal	August 31, 1960 Total claimants
		2 or Less	3-4	5-8	9-12	13-16	17-20	Over 20		
Canada.....	229,318	67,783	24,741	36,482	25,436	17,971	14,146	42,759	26.6	280,195
Male.....	151,855	49,879	17,371	24,075	15,419	10,633	8,490	25,888	27.9	186,456
Female.....	77,463	17,804	7,370	12,407	10,017	7,338	5,656	16,871	24.0	93,739
Newfoundland.....	5,277	1,178	508	903	463	393	369	1,373	62.6	5,075
Male.....	4,105	940	489	762	324	287	282	1,021	67.3	3,935
Female.....	1,172	238	109	141	139	106	87	352	46.3	1,140
Prince Edward Island.....	716	147	63	144	96	77	48	141	58.7	777
Male.....	434	95	41	96	54	48	24	76	63.8	503
Female.....	282	52	22	48	42	29	24	65	50.7	274
Nova Scotia.....	11,934	4,217	983	1,623	1,084	808	825	2,394	30.8	11,647
Male.....	9,361	3,601	767	1,239	783	582	643	1,746	29.6	9,021
Female.....	2,573	616	216	384	301	226	182	648	35.3	2,626
New Brunswick.....	7,482	1,842	655	1,228	863	624	770	1,500	47.2	9,298
Male.....	5,230	1,416	472	858	534	392	619	939	49.9	6,844
Female.....	2,252	426	183	370	329	232	151	561	40.9	2,454
Quebec.....	68,250	19,385	7,129	10,295	8,214	6,046	4,519	12,662	27.1	83,378
Male.....	44,911	14,251	4,976	6,712	4,930	3,686	2,688	7,668	28.4	54,367
Female.....	23,339	5,134	2,153	3,583	3,284	2,360	1,831	4,994	24.6	29,011
Ontario.....	81,486	24,902	9,164	13,470	8,212	6,026	4,582	15,130	20.1	112,079
Male.....	52,263	18,113	6,319	8,663	4,534	3,347	2,476	8,811	20.0	73,897
Female.....	29,223	6,789	2,845	4,807	3,678	2,679	2,106	6,319	20.4	38,182
Manitoba.....	8,471	2,307	798	1,289	1,046	851	550	1,630	20.9	7,586
Male.....	5,220	1,523	479	762	588	501	325	1,042	22.6	4,170
Female.....	3,251	784	319	527	458	350	225	588	18.0	3,416
Saskatchewan.....	5,395	1,316	607	919	632	474	343	1,104	39.7	4,483
Male.....	3,106	866	370	498	346	243	106	587	42.7	2,312
Female.....	2,289	450	237	421	286	231	147	517	35.7	2,171
Alberta.....	10,072	2,865	1,118	1,488	1,120	928	701	1,852	29.4	11,910
Male.....	5,775	1,732	674	801	619	523	405	1,021	34.1	7,607
Female.....	4,297	1,133	444	687	501	405	296	831	23.2	4,303
British Columbia.....	30,235	9,624	3,626	5,123	3,706	1,744	1,439	4,973	27.3	33,962
Male.....	21,450	7,442	2,784	3,684	2,707	1,024	832	2,977	29.2	23,800
Female.....	8,785	2,182	842	1,439	999	720	607	1,996	22.8	10,162



**TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE,  
AUGUST, 1961**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	1,820	1,109	711	2,154	1,303	851	480
Prince Edward Island.....	237	132	105	261	189	72	52
Nova Scotia.....	9,780	3,408	6,372	8,831	7,612	1,019	1,885
New Brunswick.....	3,053	1,846	1,207	3,085	2,121	964	749
Quebec.....	32,139	18,867	13,272	33,662	24,233	9,429	8,607
Ontario.....	46,580	26,983	19,597	50,693	39,431	11,262	11,683
Manitoba.....	3,925	2,416	1,509	3,741	2,689	1,052	831
Saskatchewan.....	2,499	1,529	970	2,462	1,775	687	600
Alberta.....	5,172	3,058	2,114	5,213	3,650	1,563	1,373
British Columbia.....	15,969	8,611	7,358	15,627	11,335	4,292	3,909
Total, Canada, August 1961....	121,174	67,959	53,215	125,729	94,538	31,191	30,169
Total, Canada, July 1961.....	126,156	71,948	54,208	120,053	92,154	27,899	34,724
Total, Canada, August 1960....	149,574	80,605	68,969	149,223	118,582	30,641	37,362

\*In addition, revised claims received numbered 40,678.

†In addition, 36,879 revised claims were disposed of. Of these, 3,772 were special requests not granted and 1,169 were appeals by claimants. There were 13,006 revised claims pending at the end of the month.

**TABLE E-4—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

End of:	Total	Employed	Claimants
1961—July.....	3,978,000	3,722,700	255,300
June.....	3,943,000	3,676,100	266,900
May.....	3,891,000	3,550,000	341,000
April.....	4,126,000	3,412,900	713,100
March.....	4,210,000	3,372,000	838,000
February.....	4,247,000	3,374,200	872,800
January.....	4,240,000	3,393,100	846,900
1960—December.....	4,251,000	3,496,900	754,100
November.....	4,110,000	3,624,800	485,200
October.....	4,062,000	3,671,800	330,200
September.....	3,998,000	3,718,500	279,500
August.....	4,003,000	3,722,800	280,200
July.....	3,985,000	3,690,900	294,100

## F—Prices

**TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX**

1957 Weighted

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
1957—Year.....	122.6	118.6	127.3	108.2	133.2	139.9	134.2	109.1
1958—Year.....	125.7	122.9	129.3	109.5	136.6	146.6	142.0	110.1
1959—Year.....	127.2	122.2	131.5	109.7	140.5	151.0	144.4	113.8
1960—Year.....	128.4	122.6	132.9	111.0	141.1	154.8	145.6	115.8
1960—October.....	128.7	123.5	133.3	111.3	138.7	155.7	145.8	115.8
November.....	129.1	123.5	133.3	112.4	141.9	154.7	146.6	115.8
December.....	129.3	124.2	133.3	112.4	141.8	154.9	146.6	115.8
1961—January.....	129.2	124.4	133.2	111.6	141.1	155.0	146.3	115.8
February.....	128.9	124.0	133.1	111.5	141.1	154.6	146.7	115.7
March.....	129.1	124.0	133.2	111.8	141.0	154.4	146.6	115.7
April.....	129.1	123.9	133.2	111.9	141.0	155.3	145.5	115.8
May.....	129.0	123.2	132.9	112.4	141.8	155.3	146.0	115.8
June.....	129.0	123.5	132.9	112.5	141.2	155.0	145.8	115.8
July.....	129.0	124.9	132.9	112.2	138.7	155.1	145.0	115.8
August.....	129.1	125.3	132.9	112.1	139.0	154.6	145.4	116.1
September.....	129.1	123.2	133.5	113.1	140.0	155.0	146.7	117.3
October.....	129.2	123.3	133.6	113.6	140.0	155.3	146.2	117.3

**TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF SEPTEMBER 1961**

(1949 = 100)

	Total			Food	Shelter	Clothing	Household Operation	Other Commodities and Services
	Sept. 1960	August 1961	Sept. 1961					
(1) St. John's, Nfld.....	114.8	117.9	116.7	112.0	113.7	110.4	111.4	132.8
Halifax.....	127.1	128.7	128.8	119.8	136.9	122.6	130.8	140.2
Saint John.....	129.2	131.2	130.8	125.1	141.2	120.9	124.6	144.2
Montreal.....	127.7	128.8	129.5	128.7	146.7	107.9	118.6	139.8
Ottawa.....	129.0	129.8	131.2	125.0	149.5	117.0	123.4	142.0
Toronto.....	130.7	130.9	132.3	124.1	152.4	117.3	126.3	141.4
Winnipeg.....	126.2	127.3	127.9	125.7	136.3	116.6	120.2	137.1
Saskatoon—Regina.....	125.6	126.0	126.4	125.0	124.4	123.5	126.3	130.9
Edmonton—Calgary.....	125.1	125.0	125.5	120.7	125.2	120.3	127.8	133.4
Vancouver.....	129.2	128.5	129.0	123.2	137.0	114.9	133.0	137.4

N.B. Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

(1) St. John's index on the base June 1951 = 100.

## G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts involving six or more workers and lasting at least one working day, and strikes and lockouts lasting less than one day or involving fewer than six workers but exceeding a total of nine man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the unions directly involved in the disputes leading to work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series see page 422, April issue.

**TABLE G-1—STRIKES AND LOCKOUTS, 1956-1961**

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1956.....	221	229	88,680	1,246,000	0.11
1957.....	242	249	91,409	1,634,880	0.14
1958.....	253	262	112,397	2,872,340	0.24
1959.....	203	218	100,127	2,286,900	0.19
*1960.....	272	278	48,812	747,120	0.06
*1960: September.....	33	57	13,072	115,280	0.10
October.....	34	59	9,242	92,640	0.09
November.....	28	61	5,889	52,520	0.05
December.....	12	29	1,891	30,160	0.03
*1961: January.....	6	21	2,346	28,140	0.03
February.....	8	18	1,601	20,320	0.02
March.....	21	34	4,426	41,160	0.04
April.....	18	30	6,265	59,240	0.06
May.....	33	50	12,001	107,480	0.10
June.....	21	38	12,323	128,020	0.12
July.....	28	41	8,826	94,560	0.09
August.....	32	47	8,067	64,570	0.06
September.....	31	53	10,664	105,500	0.09

\*Preliminary.

**TABLE G-2—STRIKES AND LOCKOUTS, SEPTEMBER 1961, BY INDUSTRY**

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Logging.....			
Fishing.....			
Mining.....	1	1,162	3,490
Manufacturing.....	23	2,503	26,960
Construction.....	13	5,223	52,070
Transportation, etc.....	5	660	3,200
Public utilities.....	1	135	190
Trade.....	7	217	3,480
Service.....	3	764	16,110
All industries.....	53	10,664	105,500

**TABLE G-3—STRIKES AND LOCKOUTS, SEPTEMBER 1961, BY JURISDICTION**

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....	1	140	420
Prince Edward Island...			
Nova Scotia.....	2	1,176	3,530
New Brunswick.....			
Quebec.....	13	2,871	45,480
Ontario.....	23	5,380	48,930
Manitoba.....	1	18	180
Saskatchewan.....	3	118	180
Alberta.....	1	150	600
British Columbia.....	5	190	3,880
Federal.....	4	621	2,300
All jurisdictions.....	53	10,664	105,500



**TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS,  
SEPTEMBER 1961**

(Preliminary)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days		Starting Date	Major Issues ~ Result
			Sept- ember	Accu- mulated	Termi- nation Date	
<b>MINING</b> <i>Coal etc.</i> Dominion Coal (No. 26 Colliery), Glance Bay, N.S.	Mine Workers Loc. 4520 (Ind.)	1,162	3,490	3,490	Sep. 26 Oct. 1	Disciplinary suspension of one worker~Return of workers.
<b>MANUFACTURING</b> <i>Food and Beverages</i> Grimsby Foods, Hamilton, Ont.	Unorganized	225	110	110	Sep. 7 Sep. 8	Wages~Return of workers.
Hiram Walker & Sons, Windsor, Ont.	Distillery Workers Loc. 61 (AFL-CIO/CLC)	130	70	70	Sep. 15 Sep. 18	Alleged speed-up on pro- duction line~Return of workers.
<i>Rubber Products</i> Kaufman Rubber, Montreal, Que.	Leather and Shoe Workers Federation (CNTU)	105	1,580	1,580	Sep. 11 Oct. 2	Change from hourly to piece work rates~Return of workers pending further negotiations.
<i>Leather Products</i> Dependable Shoe Mfg. Co. Montreal, Que.	Butcher Workmen Loc. 102 (AFL-CIO/CLC)	170	430	430	Sep. 25 Sep. 27	Wages, union recognition, paid holidays~20% wage increase, union security, 8 paid holidays instead of 5, welfare plan.
Daoust-Lalonde, Montreal, Que.	Leather and Shoe Workers Federation (CNTU)	200	1,000	1,000	Sep. 25 .....	Wages~
<i>Wood Products</i> Canadian International Plywoods, Gatineau, Que.	Pulp and Paper Mill Work- ers Loc. 143 (AFL-CIO/ CLC)	235	4,700	9,400	Aug. 3 .....	Wages~
Nfld. Hardwoods, Topsail, Nfld.	Carpenters Loc. 1291 (AFL-CIO/CLC)	140	420	700	Aug. 29 Sep. 7	Wages~Return of work- ers; wages to be discussed Feb. 1962.
Canadian Office and School Furniture, Preston, Ont.	Carpenters Loc. 3189 (AFL-CIO CLC)	162	2,510	2,510	Sep. 8 .....	Union security~
Dominion Ayers, Ayersville, Que.	Carpenters Loc. 3263 (AFL-CIO/CLC)	160 (26)	960	960	Sep. 22 .....	Wages~
<i>Transportation Equipment</i> Bristol Aero Industries, Montreal, Que.	Bristol Employees Associ- ation (Ind.)	300	4,050	4,050	Sep. 13 .....	Wages~
<i>Non-Metallic Mineral Products</i> Atlas Asbestos Co., Montreal, Que.	Oil Workers Loc. 16-695 (AFL-CIO/CLC)	240	4,640	8,240	Aug. 10 .....	Wages~
<b>CONSTRUCTION</b> Brown & Root, Edmonton, Alta.	Labourers Loc. 92 (AFL- CIO/CLC) Operating En- gineers Loc. 955 (AFL- CIO)	150	600	600	Sep. 1 Sep. 11	Union hall hiring~Return of workers pending in- clusion of union security clause in new contract.
Sheet metal contractors, Montreal, Que.	Sheet Metal Workers, Loc. 116 (AFL-CIO/CLC)	1,200	24,000	24,000	Sep. 1 .....	Wages~
Toronto Sheet Metal Labour Bureau, Toronto, Ont.	Sheet Metal Workers Loc. 30 (AFL-CIO/CLC)	600	9,000	9,000	Sep. 11 .....	Wages, travelling time~
Structural Steel Erectors Asso- ciation of Ontario, Toronto, Hamilton, other centres, Ont.	Structural Iron Workers, various locs. (AFL-CIO/ CLC)	960	7,340	7,340	Sep. 12 .....	Wages, fringe benefits~
Windsor Builders and Contrac- tors Exchange, Windsor, Ont.	I.B.E.W. Loc. 773 other building trades unions (AFL-CIO/CLC)	1,900	10,040	10,040	Sep. 20 .....	Wages, fringe benefits~
Pigott Construction, Toronto, Ont.	Sheet Metal Workers Loc. 30 (AFL-CIO/CLC)	209	630	630	Sep. 27 .....	Jurisdictional dispute be- tween unions~

**TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS,  
SEPTEMBER 1961**

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			Sept- ember	Accu- mulated		
TRANSPORTATION ETC. <i>Transportation</i> Inter-City Truck Lines, Various centres, Ont.	Teamsters Loc. 879, 880, 938 (Ind.)	560 (25)	1,760	1,760	Sep. 4 Sep. 7	Use of piggy-back service ~Agreement reached on extent of piggy-back opera- tions.
PUBLIC UTILITY OPERATION City of Hamilton, Hamilton, Ont.	International Operating Engineers Loc.700 (AFL- CIO)	135	190	190	Sep. 28 .....	Wages~
SERVICE <i>Personal Service</i> Royal York Hotel, Toronto, Ont.	Hotel Employees Loc. 299 (AFL-CIO/CLC)	750	16,070	103,770	Apr. 24 .....	Wages~

Figures in parentheses indicate the number of workers indirectly affected.

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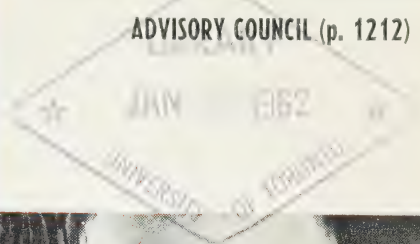


THE

# ABOUT GAZETTE

2nd Meeting

NATIONAL TECHNICAL and VOCATIONAL TRAINING  
ADVISORY COUNCIL (p. 1212)



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Vol. LXI No. 12

DECEMBER 29, 1961

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(Continued on page three of cover)



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## New Year Messages



### The Minister of Labour

abroad than ever before. By the end of the year it was estimated that our exports were close to balancing our imports for the first time in nine years.

The trend today is toward a highly-skilled work force. Modern technology is rapidly increasing the demand for men and women with a high level of education and training. At the same time, the number of jobs for the unskilled and semi-skilled is dwindling.

In the past, there has not been a sufficient number of skilled people trained in Canada to meet the needs of industry.

The federal Government has recently taken steps to stimulate more vigorous training programs both in public institutions and in industry.

Under new training agreements that have been entered into with all provinces the federal Government is contributing, until March 31, 1963, 75 per cent of provincial expenditures on the building and equipping of new technical and vocational schools.

An upsurge of activity in all parts of Canada has resulted. The latest figures show that 160 new technical and vocational schools and institutes are already under construction, or will be shortly.

Last year the provinces told us that their facilities for this kind of education would have to be expanded by 50 per cent to meet immediate needs. We then thought this goal could be reached in five years; it now appears we shall reach it in 2½ years.

The Municipal Winter Works Incentive Program has gained momentum from year to year, and will have a significant effect on employment this winter. Last year, almost three times as many municipalities took part as the year before, and this winter's figures are running ahead of last year's.

It is clear that an important key to our future prosperity is better relations between labour and management to bring about co-operation in the solution of industrial problems.

I know that in this country labour and management are conscious of the need for closer co-operation. Every effort should be made by both to bring this about.

Our economy is expanding and the outlook for the year ahead is good. All of us, governments, labour and management, working together, should be able to make it a happy and prosperous year for Canada.

My very best wishes to you all for 1962.

The factors by which we measure prosperity and progress have shown encouraging improvement during 1961.

Positive measures have been taken by the Government to stimulate production, employment and exports. These efforts are producing results.

Employment, labour income, and output are at record levels, and unemployment has shown a significant drop. By November there were 80,000 fewer unemployed than a year earlier.

Because of increased activity, and the general atmosphere of confidence that prevails in industry, it is almost certain that the rise in unemployment this winter will be a good deal less than usually occurs at this time of year.

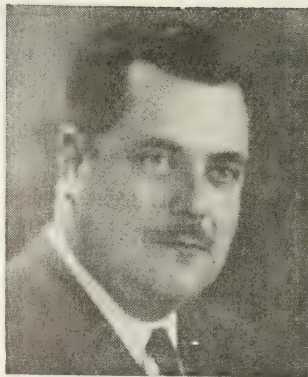
In the middle of last year average earnings were 2.6 per cent higher than twelve months earlier. Industrial production has shown a steady upward trend all through 1961.

All these things are encouraging. But it must be clear to all of us that in a changing world—a world in which new economic and political patterns are emerging—we must make vigorous efforts to maintain our place and our prosperity.

New and positive programs are being pressed to achieve this result.

Canada's export drive is showing success. Last year we sold more of our products

**Claude Jodoin**  
President,  
Canadian Labour Congress



The year of 1962 is certain to be a decisive one in Canadian history. We are confronted with major changes and developments both within and without the boundaries of our country. As always, the challenges that confront us are accompanied by great opportunities and responsibilities. This is the time at which we should firmly determine to meet them.

The need is not for some casual New Year's resolutions which may slip and be forgotten a few days after we enter another year. The need is for a firm determination to meet these challenging and rapidly changing conditions and to be ready to adopt new approaches which alone can meet the needs of 1962 and the years to follow. Let us first look at our domestic situation as it is now and as it may be in 1962.

We have been bombarded with slogans about the need for increased production. The fact is, and it is proved by every statistical table that the Government or any other responsible body has produced, that production has increased tremendously. Production increase has far and away outstripped the increase in the working force.

These are facts that cannot be denied, but they do not diminish or deter from the suggestion that there is room in Canada for betterment of management-labour relations.

Canada, industrially, has grown at a rapid pace. We have in recent years seen, and we continue to see, sweeping changes in technological improvement and in the more advanced field of automation. Our human relations, which are surely at least as important as our mechanical processes, have failed to keep pace with these changes.

We, as a labour movement, are sensitive to this. We have repeatedly suggested that steps should be taken to improve this relationship. Methods should be worked out for those who direct and those who labour to sit down together and to develop better relationships, aimed toward a more closely co-ordinated effort for our mutual advantage and for the advantage of the country in which we share citizenship.

We feel that we have all too often been rebuffed in these advances. We have heard and read a great deal about the need for better communication between labour and management. We say that there must first be a will to communicate.

We suggest that the time has arrived when the appointment of a Social Economic Advisory Council should be effected as the first step toward a better relationship and a united attack on our economic problems. Such a Council could logically be of a tripartite nature, with government, management and labour representation. It would be of a purely advisory nature but would provide a means for management and labour to co-operate with government in fields of mutual concern.

There are many rapidly changing conditions that must be met in the year we are just entering. If we are to meet the future with confidence and with efficiency we must plan; a Social Economic Advisory Council would provide facilities for such planning.

There is no evidence that we are yet free of the waste of and the ravages on human beings that result from unemployment. We know that many young people, at the age when they would normally start work and make their talent available, find that their talent is not wanted. At the other end of the scale we find many Canadian workers who, while relatively young in years, are old in terms of the labour requirements of industry.

While we are confronted with these and other challenges at home we are also constantly being reminded that Canada is dependent to a considerable degree on international trade; and we are told that we face increased competition from abroad.

It is a well-known fact that the industries of many other countries are rapidly adopting production methods that have been an advantage to our industries in the Western Hemisphere. Those who have been close students of industrial relations throughout the world know also that in many of these other countries labour-management relations have for some time been well in advance of those in our own country.



It seems significant that employers in these countries where labour-management relations are well established do not engage themselves in seeking legislation that would be restrictive to a free trade union movement. They recognize that an essential counterpart to free enterprise is a free trade union movement—free of dictatorship from government and from management.

As we enter this New Year the Canadian Labour Congress is determined to renew its efforts toward the establishment of better labour-management relations in Canada. We



**Jean Marchand**  
General President,  
Confederation of National Trade Unions

What does next year hold in store? No one can tell. Will science record new conquests? Scientists have already achieved such miracles that if it were possible for our forefathers to come back on earth today they would think they were on another planet. The fantastic power that man has been able to acquire through modern scientific knowledge, however, should not make us overlook one of the main characteristics of our time: all men now are neighbours; distance doesn't count anymore. We are entering a new stage in the life of mankind, where the bonds of brotherhood between men cease being merely a moral principle to become the very basis of our survival and of our destiny on earth. May we all devote this coming year 1962 to better understand our responsibilities as citizens of the atomic and cosmic era.

If people in Tokyo, London or New Delhi demonstrate and express their serious concern, it is because man's mind has produced a weapon so powerful that it threatens the security of all peoples. In Canada, we haven't gone through the experiences of war and this may explain why we didn't react so vividly to the danger of a nuclear war. But the two world wars of 1914 and 1939 are only child's play compared with the horrors of nuclear war. The people of

feel, very strongly, that no realistic approach has yet been made to this very fundamental need. We propose to advance specific suggestions to this end and we hope that this determination may be shared by responsible management, by government, and by all others who recognize this as an essential need to the very future of Canada.

Our interest in world affairs is, of course, not restricted to labour-management relations. We have a very deep concern in international affairs generally. This has been a dark year in international affairs. We saw the collapse of disarmament negotiations; a breakdown of the moratorium on nuclear tests; the explosion of the first 50-megaton bomb; and aggravation of the Berlin crisis.

As we enter a New Year we see the first indications of a possibility of the resumption of negotiations. I am sure that I speak for the workers of Canada when I say that we hope 1962 will bring much better results in our struggle for freedom and security for all.

Canada should rise *en masse* to tell our government that it will not accept under any circumstances the collective suicide that would be caused by its participation in the nuclear armaments race. Not only is the CNTU opposed to the manufacture of nuclear warheads in Canada, but also to their use by Canadian armed forces or their stockpiling on Canadian soil. Let us all wish that the year 1962 will provide us, rather than another inane display like Exercise Tocsin B, with a clear-cut policy statement by Canada toward the achievement of world peace.

In the name of the Confederation of National Trade Unions and its 100,000 members, I also express the wish that the Canadian Government will increase its aid to underdeveloped countries. Peace can not exist where there is injustice. It is not yet too late for Western nations to recognize that their social and economic structures are not without fault. Along with this wild selfishness that is labelled colonialism, we must also suppress the national selfishness that prevents us from clearly realizing the dire want of certain peoples.

In this era of the H-bomb and space rockets, all men should assume full consciousness of their basic equality and learn

(Continued on page 1263)



# EMPLOYMENT REVIEW

ECONOMICS AND RESEARCH BRANCH

## Employment and Unemployment, November

Employment declined less than seasonally between October and November, mainly as a result of strength in manufacturing. It totalled 6,155,000 in November, only 65,000 below the October total but still 126,000 above the November 1960 figure.

There was an unusually small increase in unemployment during the month; the November total of 349,000 was 80,000 lower than a year earlier.

The labour force decreased by 34,000 between October and November, in line with the seasonal pattern.

### Employment

Agriculture was mainly responsible for the decrease in employment between October and November. In non-farm industries employment remained stable. Manufacturing employment, which usually falls at this time of year as a result of production cutbacks in food processing and construction materials industries, was unchanged from October. Increasing or sustained high levels of activity were reported in many durable-goods manufacturing industries. Construction and transportation employment declined seasonally, but hiring in the forestry, trade and service industries offset the declines.

Of the estimated 6,155,000 employed, 4,454,000 were men and 1,701,000 were women; corresponding figures in October were 4,522,000 and 1,698,000. Employment in agriculture was estimated at 629,000 and in non-farm industries at 5,526,000.

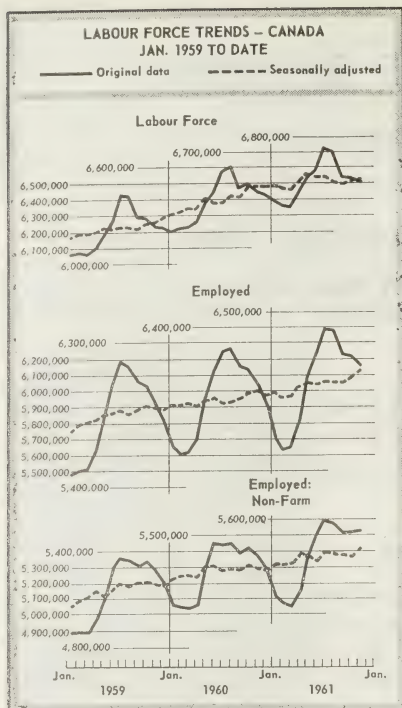
Employment in November was up 126,000, or 2 per cent, from a year earlier. The gain was largely accounted for by the increasing number of workers hired in manufacturing and service industries. The numbers employed in these industries were 96,000 and 78,000 higher, respectively, than in November 1960. Small declines occurred in most other industries.

In Ontario and Quebec employment was maintained at October levels, owing mainly to a further strengthening in manufacturing. For some months, high levels of output and employment have been maintained in the motor vehicle and other consumers goods industries. More recently, rehiring has been evident in the heavy electrical apparatus, railway rolling stock and shipbuilding industries. In the Atlantic, Prairie and Pacific regions, employment declined owing to seasonal factors.

Regional employment estimates were: Atlantic, 538,000; Quebec, 1,698,000; Ontario, 2,294,000; Prairies, 1,082,000; and Pacific, 543,000.

### Unemployment

The increase in unemployment during the month—31,000—was the smallest in five years. Apart from seasonal changes, unemployment has been falling since early summer. The unemployment rate in November was 5.4



per cent of the labour force compared with 6.6 per cent last year. In comparison with last year, 70,000 fewer persons were without work and seeking work, and 10,000 fewer were on temporary layoff. All of the decrease was among persons who were seeking work for six months or less.

Of the 349,000 unemployed, 331,000 were without work and seeking work and 18,000 were on temporary layoff. Of those without work and seeking work, 307,000 were seeking full-time work and 24,000 part-time work.

Of the unemployed in November, 291,000 were men (up 29,000 from October) and 58,000 were women (virtually unchanged over the month). Of the unemployed men, 30 per cent were under 25 years of age and more than one-half were married. Of the unemployed women, more than one-half were under 25 years of age and almost 30 per cent were married.

### Regional Summaries

Employment in the **Atlantic** region declined by an estimated 33,000 between October and November. Agricultural employment, which was unusually high in October, accounted for three quarters of the decrease. The decline in non-agricultural employment was due mainly to seasonal slackening in fishing and construction. Activity in the railway rolling stock industry was reduced during the month after completion of an order for boxcars, but in other manufacturing industries employment showed little change. In shipbuilding there were continuing shortages of many types of skilled tradesmen.

Unemployment in November was 8.7 per cent of the labour force compared with 6.9 per cent in October and 9.1 per cent a year earlier.

Employment in November was estimated to be 8,000 higher than a year earlier. All of the increase was in non-farm industries. Increases in manufacturing, trade, construction and forestry were partly offset by small declines in fishing, transportation and mining.

In the week ended November 11, the Atlantic labour force was estimated at 589,000, down from 613,000 in October but up slightly from November 1960. Employment was estimated at 538,000 (53,000 in agriculture and 485,000 in non-farm industries). Unemployment was estimated at 51,000, slightly higher than in October but slightly lower than a year earlier.

Employment in the **Quebec** region remained unchanged between October and November. Agricultural employment showed the usual seasonal decline, but employment in non-agricultural industries increased, which is unusual for this time of year. Employment in most industries manufacturing consumer goods continued at the high level of the previous month. Employment in the textile industry was well maintained, although some seasonal cutbacks took

place during the month. Increased employment and a steady demand for skilled labour were reported in the iron and steel industry. Wood cutting operations were nearing completion in a number of areas. Construction employment remained high, aided by an early resumption of the Municipal Winter Works Incentive Program.

Unemployment in November was 6.2 per cent of the labour force, compared with 6.3 per cent in October and 7.9 per cent a year earlier.

The employment increase of 34,000 over the year occurred mainly in the manufacturing and service industries. The improvement in manufacturing was fairly widespread but was particularly noticeable in shipbuilding and railway rolling stock. Forestry employment showed a marked decline over the year, partly as a result of changes in the pattern of forestry operations that have taken place in recent years, and partly as a result of increased mechanization. Employment in mining was somewhat higher than last year. Construction employment remained virtually unchanged from a year earlier.

In the week ended November 11, the Quebec labour force was estimated at 1,810,000. Employment was estimated at 1,698,000, unchanged from October but 34,000 higher than in November 1960. Unemployment, at an estimated 112,000, was down slightly from October and down 31,000 from November 1960.

Employment in the **Ontario** region remained unchanged in November from the previous month. Seasonal layoffs in the canning industry, in road construction, water transportation, agriculture and steel were offset by hirings in textiles and clothing, motor vehicles and railway rolling stock, glass and rubber products, boots and shoes, as well as by pre-Christmas activity in candy and biscuit, jewellery and toy factories. The trade and service industries were buoyant and employment in mining rose slightly as the outlook for uranium improved. Skilled industrial workers such as tool and die makers, machinists and steel lay-out men were in short supply and there was a continuing demand for professional and technical personnel, including electronic technicians. In some areas, there was a shortage of female factory workers, while stenographers and hairdressers continued to be in short supply. Signs of weakening were apparent in residential construction.

Unemployment rose only slightly during the month, and in November was 4.1 per cent of the labour force, compared with 3.9 per cent in October and 5.3 per cent in November last year.

The employment trend has been upward since April and the level in November was 1.6 per cent higher than a year before. Significant increases in employment took place over the year in manufacturing, trade, services, finance and insurance. These more than offset declines in agriculture, mining, construction and transportation. Non-farm employment rose by 62,000 during the year while farm employment declined by 25,000.

In the week ended November 11, the Ontario labour force was estimated at 2,393,000, employment at 2,294,000 and unemployment at 99,000. All these were not much changed from the October estimates.

The October to November employment decline in the **Prairie** region was smaller than usual. Farm employment dropped by an estimated 23,000, about normal for this time of year, but non-farm employment was well maintained. A few layoffs occurred in iron and steel plants but elsewhere in manufacturing employment showed continuing strength. The drop in construction employment was somewhat smaller than usual as continuing good weather aided outdoor work. Activity in the transportation industry declined seasonally.



Unemployment in November, at an estimated 49,000, was 4.3 per cent of the labour force compared with 3.2 per cent a month earlier and 4.5 per cent a year earlier.

Employment in November was 30,000, or 2.9 per cent higher than a year earlier. About one third of the increase was in agriculture. The increase in non-farm employment was fairly evenly distributed between manufacturing and service. Mining employment showed little year-to-year change, an increase in metal mining being largely offset by decreases in oil and gas exploration and in coal mining.

In the week ended November 11, the Prairie labour force was estimated at 1,131,000, down from 1,142,000 in October but 30,000 higher than in November 1960. Employment was estimated at 1,082,000, which was 24,000 lower than the October estimate and 30,000 higher than the November 1960 estimate. The unemployment estimate, 49,000, was unchanged from a year earlier, up 13,000 from a month earlier.

Employment in the **Pacific** region experienced a small seasonal decline between October and November. The goods-producing industries accounted for all of the decline; most service-producing industries reported employment increases. Employment in forestry decreased because adverse weather hampered forestry operations in several areas. The completion of this year's canning and food processing program was followed by the usual seasonal layoffs in these industries. Employment in sawmills and iron and steel products held up well. Some hiring was reported in trade, while employment in transportation remained steady. Activity in residential and institutional construction continued high but total construction employment declined somewhat over the month.

Unemployment in November was 6.5 per cent of the labour force compared with 5.8 per cent a month earlier and 9.8 per cent a year earlier.

Employment increased by 17,000 over the year, in spite of a substantial decline in agricultural employment. Most of the increase occurred in the service-producing industries, although many other industries also showed year-to-year improvements. Employment in forestry was up from last year as a result of an increased log cutting program. Over-all employment in manufacturing was somewhat higher than a year earlier. Construction was the only major non-agricultural industry that showed a noticeable year-to-year decline in employment.

In the week ended November 11, the Pacific labour force was estimated at 581,000, employment at 543,000 and unemployment at 38,000. These figures were little different from the October estimates: 585,000; 551,000; and 34,000.

#### LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance	
	1		2		3	
	November 1961	November 1960	November 1961	November 1960	November 1961	November 1960
Metropolitan.....	3	3	9	8	—	1
Major Industrial.....	2	2	21	23	3	1
Major Agricultural.....	—	—	12	10	2	4
Minor.....	7	6	39	47	12	5
Total.....	12	11	81	88	17	11

# CLASSIFICATION OF LABOUR MARKET AREAS—NOVEMBER

	SUBSTANTIAL LABOUR SURPLUS		MODERATE LABOUR SURPLUS		APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1		Group 2		Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	ST. JOHN'S ←		Calgary			
	VANCOUVER-NEW ←		EDMONTON	←		
	WESTMINSTER ←		HALIFAX	←		
	WINDSOR ←		Hamilton	←		
			MONTREAL	←		
			OTTAWA-HULL	←		
			QUEBEC-LEVIS	←		
			TORONTO	←		
			Winnipeg	←		
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non- agricultural activity)	LAC ST. JEAN ←		Brantford		Kitchener	
	Sydney		Corner Brook		London	
			Cornwall		Sudbury	
			FARNHAM-GRANBY ←			
			Fort William-			
			Fort Arthur			
			GUELPH ←			
			Joliette			
			Kingston			
			Moncton			
			New Glasgow			
			Niagara Peninsula			
			Oshawa			
			Peterborough			
			Rouyn-Val d'Or			
			Saint John			
			Sarnia			
			Shawinigan			
			Sherbrooke			
			Timmins-			
			Kirkland Lake			
			Trois-Rivières			
			Victoria			
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more agricultural)			Barrie		Brandon	
			CHARLOTTETOWN	←	North Battleford	
			CHATHAM	←		
			LETHBRIDGE	←		
			MOOSE JAW	←		
			PRINCE ALBERT	←		
			RED DEER	←		
			REGINA	←		
			RIVIERE DU LOUP	←		
			SASKATOON	←		
			Thetford-Lac Megantic-			
			St. Georges			
			Yorkton			
MINOR AREAS (labour force 10,000-25,000)	CHILLIWACK ←		BATHURST ←		Brampton	
	DAUPHIN ←		Beauharnois		Drumheller	
	GASPE ←		BELLEVILLE-		Galt	
	OKANAGAN		TRENTON	←	Goderich	
	VALLEY ←		BRACEBRIDGE	←	Kentville	
	PRINCE GEORGE-		BRIDGEWATER	←	Kitimat	
	QUESNEL	←	Campbellton		Listowel	
	RIMOUSKI	←	CENTRAL VANCOU-		St. Hyacinthe	
	ST. STEPHEN ←		VER ISLAND	←	Simcoe	
			CRANBROOK	←	Stratford	
			DAWSON CREEK	←	Walkerton	
			Drummondville		Woodstock-	
			EDMUNDSTON	←	Tillsonburg	
			Fredericton			
			GRAND FALLS	←		
			Kamloops			
			LACHUTE-STE.			
			THERESE	←		
			LINDSAY	←		
			Medicine Hat			
			Montmagny			
			Newcastle			
			NORTH BAY	←		
			OWEN SOUND	←		
			Pembroke			
			PORTAGE LA			
			PRAIRIE	←	Group 2 (Cont'd)	
			Prince Rupert		SWIFT	
			Quebec North Shore		CURRENT	←
			Ste. Agathe-		TRAIL-	
			St. Jérôme		NELSON	←
			St. Jean		Truro	
			ST. THOMAS	←	Valleyfield	
			SAULT STE. MARIE	←	Victoriaville	
			Sorel		WEYBURN	←
			SUMMERSIDE	←	WOODSTOCK	←
					Yarmouth	

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification used, see page 624, July issue.

# Current Labour Statistics

(Latest available statistics at December 15, 1961)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a)..... (000)	November	6,504	- 0.5	+ 0.7
Employed..... (000)	November	6,155	- 1.1	+ 2.1
Agriculture..... (000)	November	629	- 10.7	- 3.1
Non-agriculture..... (000)	November	5,526	+ 0.2	+ 2.7
Paid workers..... (000)	November	5,037	- 1.0	+ 2.3
At work 35 hours or more..... (000)	November	5,249	+ 41.3	+ 18.8
At work less than 35 hours..... (000)	November	728	- 68.2	- 49.7
Employed but not at work..... (000)	November	178	- 18.0	+ 7.9
Unemployed..... (000)	November	349	+ 9.7	- 18.7
Atlantic..... (000)	November	51	+ 21.4	- 3.8
Quebec..... (000)	November	112	- 1.8	- 21.7
Ontario..... (000)	November	99	+ 7.6	- 22.1
Prairie..... (000)	November	49	+ 36.1	0.0
Pacific..... (000)	November	38	+ 11.8	- 33.3
Without work and seeking work..... (000)	November	331	+ 8.5	- 17.5
On temporary layoff up to 30 days..... (000)	November	18	+ 38.5	- 35.7
Industrial employment (1949 = 100).....	September	123.2	- 0.6	+ 0.1
Manufacturing employment (1949 = 100).....	September	112.7	- 0.4	+ 1.0
Immigration.....	1st 9 Mos. 1961	56,168	—	- 33.0
Destined to the labour force.....	1st 9 Mos. 1961	27,872	—	- 37.1
<i>Strikes and Lockouts</i>				
Strikes and lockouts.....	November	48	- 17.3	- 17.3
No. of workers involved.....	November	11,032	- 73.1	+ 100.9
Duration in man days.....	November	123,940	- 71.1	+ 133.1
<i>Earnings and Income</i>				
Average weekly wages and salaries (ind. comp.).....	September	\$78.73	+ 0.6	+ 2.8
Average hourly earnings (mfg.).....	September	\$1.82	0.0	+ 2.8
Average hours worked per week (mfg.).....	September	41.3	+ 1.0	+ 1.0
Average weekly wages (mfg.).....	September	\$74.97	+ 1.0	+ 3.6
Consumer price index (1949 = 100).....	November	129.7	+ 0.4	+ 0.1
Index numbers of weekly wages in 1949 dollars (1949 = 100).....	September	139.0	+ 0.9	+ 3.7
Total labour income..... \$000,000	September	1,688	+ 1.2	+ 4.1
<i>Industrial Production</i>				
Total (average 1949 = 100).....	October	183.4	+ 1.6	+ 6.9
Manufacturing.....	October	164.1	+ 1.2	+ 6.1
Durables.....	October	155.6	+ 1.4	+ 7.2
Non-durables.....	October	171.4	+ 1.2	+ 5.2

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also page 624, July issue.



# COLLECTIVE BARGAINING REVIEW

ECONOMICS AND RESEARCH BRANCH

During November, 118 major collective agreements, covering more than 200,000 workers, were under negotiation in various industries across Canada. Collective bargaining during the month resulted in 18 major settlements and provided wage increases and improved fringe benefits for approximately 36,500 workers. More than half of these workers were covered by settlements between Bell Telephone and the unions representing the company's plant, traffic and sales department employees; most of the remainder were in the electrical products and pulp and paper industries, and in municipal and hospital services.

In the electrical industry, a new 30-month collective agreement between **Canadian Westinghouse** and the **United Electrical Workers** was reached in October and ratified the following month by the company's 3,150 employees. The settlement featured company-union agreement to discontinue all incentive and piecework after January 12, 1962, at which time more than 1,300 employees now working under incentive systems will be placed on straight hourly rates, based on the individual's average hourly earnings during 1961. Furthermore, the company will introduce a new job evaluation plan that provides a classification structure of 14 grades for male employees and seven for female employees. In addition, the agreement provides to every employee three incremental wage increases of  $\frac{1}{2}$  cent an hour for each grade, on October 20, 1961, October 19, 1962 and October 18, 1963. Implementation of the plan will result in pay increases ranging from  $\frac{1}{2}$  cent to  $3\frac{1}{2}$  cents an hour for female employees and  $\frac{1}{2}$  cent to 7 cents for male employees; these increases will be in addition to the general wage increase in the new agreement, amounting to 11 cents an hour spread over the 30-month period.

Considerable progress was made during the month in renegotiating important agreements in the steel and the automobile industries. In the steel industry, negotiating committees of the **United Steelworkers** and **Algoma Steel** reached a conditional agreement that was subject to ratification by the union membership in a vote scheduled for early December. At the **Steel Company of Canada** in Hamilton a conciliation officer held meetings with the company-union negotiators but by the end of the month they had not arrived at an agreement.

During the month, the **United Automobile Workers** conducted a strike vote at the seven plants of **General Motors** in Ontario; the voting was in favour of strike action against the company should no agreement be reached. A conciliation board met briefly with the parties on November 28 but made no recommendations in the dispute. A strike deadline was then set for December 11. Further negotiations failed to produce a settlement by the strike deadline date and, as a result, the employees left their jobs. Within the next three days the bargaining committees reached an agreement, which was to be presented to the membership for ratification. Negotiations between the UAW and **Chrysler** and **Ford** continued during the month with the aid of a conciliation officer.

In the transportation industry, bargaining agencies for trucking firms in British Columbia, Ontario and Quebec were at various stages of negotiation with locals of the Teamsters union. The current round of bargaining in the industry was opened last June between the **Teamsters** and the **Motor Trans-**

**portation Industrial Relations Bureau**, representing ten car hauling firms in southern Ontario. At the end of November operations at these firms were closed down by a strike. The main issue in the dispute was control of health and welfare funds currently administered exclusively by the Ontario Teamsters Welfare Fund, a chartered organization. The companies proposed that the Teamsters Welfare Fund be replaced by a jointly administered plan, in which event the firms agreed to pay \$16 per month per employee. In regard to wages the employers offered increases of 9 cents an hour for drivers and 12 cents for skilled mechanics in a three-year contract.

Strikes were also in progress during November, at four plants of **Canada Cement**, which has nine establishments in the province of New Brunswick, Quebec, Ontario, Manitoba and Alberta. These work stoppages occurred in the course of negotiations with the **Cement Workers**, who had opened joint bargaining last May in Montreal for a new master agreement covering all company plants. When conciliation services were requested, however, the conciliation proceedings were conducted on a provincial basis. Workers at Woodstock, Belleville and Port Colborne, Ont., and Montreal, Que., rejected a company offer based on an Ontario conciliation board's recommendations and stopped work late in November. During the month, however, the company reached an agreement with the union at its Hull plant, and contract negotiations continued at plants at Winnipeg, Man., Havelock, N.B., and at Exshaw and Clover Bar, Alta.

## Collective Bargaining Scene

Agreements covering 500 or more employees,  
excluding those in the construction industry

### Part I—Agreements Expiring during December 1961, January and February 1962

(except those under negotiation in November)

Company and Location	Union
Anaconda American Brass, New Toronto, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Asbestos Corp. & others, Thetford Mines, Que.	Mining Emp. Federation (CNTU)
Assn. des Marchands Détaillants (Produits Alimentaires), Quebec, Que.	Commerce Emp. Federation (CNTU)
Babcock-Wilcox & Goldie-McCulloch, Galt, Ont.	Nat. Council of Cdn. Labour (Ind.)
Bindery room employers, Toronto, Ont.	Bookbinders (AFL-CIO/CLC)
Brewers' Warehousing, province-wide, Ont.	Brewery Wkrs. (AFL-CIO/CLC)
Cdn. Celanese, Sorel, Que.	Textile Wkrs. Union (AFL-CIO/CLC)
Cdn. Industries Ltd., Millhaven, Ont.	Oil Wkrs. (AFL-CIO/CLC)
Cdn. Johns-Manville, Asbestos, Que.	Mining Empl. Federation (CNTU)
Cdn. Marconi, Montreal, Que.	Salaried Empl. Assn. (Ind.)
C.N.R., C.P.R., other railways, system-wide	15 unions (non-operating empl.)
Consolidated Mining & Smelting, Kimberley & Trail, B.C.	Mine, Mill & Smelter Wkrs. (Ind.)
Dominion Glass, Hamilton, Ont.	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
Dom. Textile, Montmorency, Sherbrooke, Magog, Drummondville, Que.	Textile Federation (CNTU)
Dom. Textile, Montreal, Que.	United Textile Wkrs. (AFL-CIO/CLC)
Dow Brewery, Montreal & Quebec, Que.	Brewery Wkrs. (AFL-CIO/CLC)
Dryden Paper, Dryden, Ont.	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Eastern Can. Stevedoring, Halifax, N.S.	Railway Clerks (AFL-CIO/CLC)
Edmonton City, Alta.	Public Empl. (CLC) (clerical empl.)
Firestone Tire & Rubber, Hamilton, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Ford of Canada, Windsor, Ont.	Auto Wkrs. (AFL-CIO/CLC) (office empl.)
Glove Mfrs. Assn., Montreal, St. Raymond, Loretteville, St. Tite, Que.	Clothing Wkrs. Federation (CNTU)
Goodyear Tire & Rubber, New Toronto, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Hotel Chateau Frontenac (C.P.R.), Quebec, Que.	Railway, Transport & General Wkrs. (CLC)
Hotel Chateau Laurier (C.N.R.), Ottawa, Ont.	Railway, Transport & General Wkrs. (CLC)
Hotel Empress (C.P.R.), Victoria, B.C.	Railway, Transport & General Wkrs. (CLC)
Hotel Vancouver, Vancouver, B.C.	Railway, Transport & General Wkrs. (CLC)
Imperial Tobacco & subsidiaries, Ont. & Que.	Tobacco Wkrs. (AFL-CIO/CLC)
International Nickel, Port Colborne, Ont.	Mine, Mill & Smelter Wkrs. (Ind.)
International Nickel, Sudbury, Ont.	Mine, Mill & Smelter Wkrs. (Ind.)
Lake Asbestos of Que., Black Lake, Que.	Mining Empl. Federation (CNTU)
Millinery Mfrs. Assn., Montreal, Que.	Hatters (AFL-CIO/CLC)
Miramichi Lumber, Chatham Industries & others, Miramichi Ports, N.B.	Miramichi Trades & Labour (Ind.)
Montreal Cottons, Valleyfield, Que.	United Textile Wkrs. (AFL-CIO/CLC)
Motor Trans. Ind. Relations Bureau (north, general freight), Ont.	Teamsters (Ind.)
Northern Electric, Belleville, Ont.	Empl. Assn. (Ind.) (plant empl.)
Northern Electric, Montreal, Que.	Empl. Assn. (Ind.) (phone installers & plant empl.)



Company and Location	Union
Northern Electric, Montreal, Que. ....	Office Empl. Assn. (Ind.)
Phillips Electrical, Brockville, Ont. ....	I.U.E. (AFL-CIO/CLC)
Toronto Electric Commissioners, Ont. ....	Public Service Empl. (CLC)
Vancouver City, B.C. ....	Fire Fighters (AFL-CIO/CLC)
Vancouver Police Commissioners Bd., B.C. ....	B.C. Peace Officers (CLC)

## Part II—Negotiations in Progress during November 1961

### Bargaining

Company and Location	Union
Assn. Patronale des Services Hospitaliers, (5 hospitals), Drummondville & other points, Que. ....	Service Empl. Federation (CNTU)
Automatic Electric, Brockville, Ont. ....	I.U.E. (AFL-CIO/CLC)
Avro & Orenda Engines, Malton, Ont. ....	Machinists (AFL-CIO/CLC) (plant empl.)
Avro & Orenda Engines, Malton, Ont. ....	Machinists (AFL-CIO/CLC) (salaried empl.)
B.C. Electric, company-wide ....	Office Empl. (AFL-CIO/CLC)
Building material suppliers, Vancouver & Fraser Valley, B.C. ....	Teamsters (Ind.)
Can. Steamship Lines, Ont. & Que. ....	Seafarers (AFL-CIO)
C.B.C., company-wide ....	Moving Picture Machine Operators (AFL-CIO/CLC)
Cdn. Cannerys, Vancouver, Penticton, Ashcroft, B.C. ....	Packinghouse Wkrs. (AFL-CIO/CLC)
Cdn. Celanese, Drummondville, Que. ....	Textile Wkrs. Union (AFL-CIO/CLC)
Cdn. Steel Foundries, Montreal, Que. ....	Steel & Foundry Wkrs. (Ind.)
Clothing Mfrs. Assn., Quebec, Farnham & Victoriaville, Que. ....	Clothing Wkrs. Federation (CNTU)
Cluett Peabody, Kitchener & Stratford, Ont. ....	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
Cockshutt Farm Equip., Brantford, Ont. ....	Auto Wkrs. (AFL-CIO/CLC)
Cyanamid of Canada, Welland, Ont. ....	Chemical Wkrs. (AFL-CIO/CLC)
Dom. Structural Steel, Montreal, Que. ....	Mine Wkrs. (Ind.)
Donahue Bros., Clermont, Que. ....	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Dosco, Cdn. Bridge, Walkerville, Ont. ....	Steelworkers (AFL-CIO/CLC)
Dosco (Wabana Mines), Bell Island, Nfld. ....	Steelworkers (AFL-CIO/CLC)
Dosco Fabrication Divs., Trenton, N.S. ....	Steelworkers (AFL-CIO/CLC)
Edmonton City, Alta. ....	I.B.E.W. (AFL-CIO/CLC)
Eldorado Mining, Eldorado, Sask. ....	Mine, Mill & Smelter Wkrs. (Ind.)
Fry-Cadbury, Montreal, Que. ....	Bakery Wkrs. (CLC)
Garment Mfrs. Assn., Winnipeg, Man. ....	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
Hiram Walker & Sons, Walkerville, Ont. ....	Distillery Wkrs. (AFL-CIO/CLC)
Hospitals (11), Montreal & district, Que. ....	Service Empl. Federation (CNTU)
House of Seagrams, Que., Ont. & B.C. ....	Distillery Wkrs. (AFL-CIO/CLC)
Kelly, Douglas, company-wide, B.C. ....	Empl. Assn. (Ind.)
Ladies Cloak & Suit Mfrs. Assn., Winnipeg, Man. ....	Ladies Garment Wkrs. (AFL-CIO/CLC)
Lake Carriers' Assn., eastern Canada ....	Seafarers (AFL-CIO/CLC)
Maritime Tel. & Tel. & Eastern Electric, company-wide ....	I.B.E.W. (AFL-CIO/CLC) (plant empl.)
Motor Transport Labour Relations Council, B.C. ....	Teamsters (Ind.)
National Harbours Board, Montreal, Que. ....	Railway Clerks (AFL-CIO/CLC)
Nfld. Employers' Assn., St. Johns, Nfld. ....	Longshoremen's Protective Union (Ind.)
Normetal Mining, Normetal, Que. ....	Steelworkers (AFL-CIO/CLC)
Northwestern Utilities & Cnd. West. Natural Gas, Alta. ....	Empl. Benefit Assn. (Ind.) & Empl. Welfare Assn. (Ind.)
North York Township, Ont. ....	Public Empl. (CLC) (outside empl.)
Ottawa City, Ont. ....	Public Empl. (CLC)
Ottawa Civic Hospital, Ottawa, Ont. ....	Public Empl. (CLC)
Ottawa Transportation Commission, Ont. ....	Street Railway Empl. (AFL-CIO/CLC)
Page-Hersey Tubes, Welland, Ont. ....	U.E. (Ind.)
Provincial Transport, Que. ....	Railway, Transport & General Wkrs. (CLC)
Quemont Mining, Noranda, Que. ....	Steelworkers (AFL-CIO/CLC)
Regina General Hospital, Regina, Sask. ....	Public Empl. (CLC)
Rio Algom Mines (Milliken Mine), Elliot Lake, Ont. ....	Steelworkers (AFL-CIO/CLC)
Rio Algom Mines (Nordic Mine), Algoma Mills, Ont. ....	Steelworkers (AFL-CIO/CLC)
Rowntree Co., Toronto, Ont. ....	Retail, Wholesale Empl. (AFL-CIO/CLC)
Royal Victoria Hospital, Montreal, Que. ....	Bldg. Service Empl. (AFL-CIO/CLC)
Safeway, Shop-Easy & others, Victoria, Vancouver & New Westminster, B.C. ....	Butcher Workmen (AFL-CIO/CLC)
Scarborough Township, Ont. ....	Public Empl. (CLC) (outside empl.)
Shawinigan Power, company-wide, Que. ....	Empl. Assn. (Ind.)
Stelco, Montreal, Que. ....	Steelworkers (AFL-CIO/CLC)
Toronto Transit Commission, Ont. ....	Street Railway Empl. (AFL-CIO/CLC)
Vancouver City, B.C. ....	Civic Empl. (Ind.) (outside empl.)
Vancouver City, B.C. ....	Public Empl. (CLC) (inside empl.)
Victoria Hospital, London, Ont. ....	Building Service Empl. (AFL-CIO/CLC)
Winnipeg City, Man. ....	Fire Fighters (AFL-CIO/CLC)



## Conciliation Officer

Company and Location	Union
B.C. Electric, company-wide .....	I.B.E.W. (AFL-CIO/CLC)
Chrysler Corporation, Windsor, Ont. ....	Auto Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Les Escoumins, Que. ....	Pulp & Paper Wkrs. Federation (CNTU)
Consolidated Paper, Ste-Anne de Portneuf, Que. ....	Pulp & Paper Wkrs. Federation (CNTU)
Crane Limited, Montreal, Que. ....	Steelworkers (AFL-CIO/CLC)
Dominion Stores, Toronto, Hamilton & other locations, Ont. ....	Retail, Wholesale Empl. (AFL-CIO/CLC)
Ford of Canada, Windsor, Oakville & North York, Ont. ....	Auto Wkrs. (AFL-CIO/CLC)
Massey-Ferguson, Toronto, Brantford & Woodstock, Ont. ....	Auto Wkrs. (AFL-CIO/CLC)
Motor Trans. Ind. Relations Bureau, Ont. ....	Teamsters (Ind.) (drivers)
Motor Trans. Ind. Relations Bureau, Ont. ....	Teamsters (Ind.) (mechanics)
Noranda Mines, Noranda, Que. ....	Steelworkers (AFL-CIO/CLC)
Northern Electric, Toronto, Ont. ....	Communications Wkrs. (AFL-CIO/CLC)
Que. Natural Gas, company-wide .....	Chemical Wkrs. (AFL-CIO/CLC)
Smith Transport, Montreal, Que. ....	Teamsters (Ind.)
Stelco (Canada Works), Hamilton, Ont. ....	Steelworkers (AFL-CIO/CLC)
Stelco (Hamilton Works), Hamilton, Ont. ....	Steelworkers (AFL-CIO/CLC)
T.C.A., company-wide .....	Air Line Pilots (Ind.)
Towboat Owners' Assn., B.C. ....	Merchant Service Guild (CLC)
Trucking Assn. of Que., province-wide .....	Teamsters (Ind.)
Winnipeg Transit Dept., Man. ....	Street Railway Empl. (AFL-CIO/CLC)

## Conciliation Board

Algoma Ore Properties, Wawa, Ont. ....	Steelworkers (AFL-CIO/CLC)
Algoma Steel, Sault Ste. Marie, Ont. ....	Steelworkers (AFL-CIO/CLC)
Campbell Chibougamau mines, Chibougamau, Que. ....	Steelworkers (AFL-CIO/CLC)
Canada Cement, Havelock, N.S., Winnipeg, Man., Exshaw & Clover Bar, Alta. ....	Cement Wkrs. (AFL-CIO/CLC)
C.N.R., system-wide .....	Locomotive Engineers (Ind.)
C.N.R., system-wide .....	Locomotive Firemen & Enginemen (AFL-CIO/CLC)
C.N.R., system-wide .....	Trainmen (AFL-CIO/CLC)
C.P.R., system-wide .....	Locomotive Engineers (Ind.)
C.P.R., system-wide .....	Locomotive Firemen & Enginemen (AFL-CIO/CLC)
C.P.R., system-wide .....	Trainmen (AFL-CIO/CLC)
Consolidated Paper, Cap de la Madeleine & Thre Rivers, Que. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Shawinigan, Que. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
General Motors & subsidiaries, Oshawa, Windsor, St. Catharines, Scarborough & London, Ont. ....	Auto Wkrs. (AFL-CIO/CLC)
Hamilton General Hospitals, Hamilton, Ont. ....	Public Empl. (CLC)
Ontario Hydro, company-wide .....	Public Service Empl. (CLC)
Polymer Corporation, Sarnia, Ont. ....	Oil Wkrs. (AFL-CIO/CLC)
Union composing rooms, Toronto, Ont. ....	Typographical Union (AFL-CIO/CLC)

## Post-Conciliation Bargaining

Winnipeg City, Man. ....	Public Service Empl. (CLC)
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## Arbitration

Hotel Dieu, St. Vallier & Chicoutimi, Que. ....	Service Empl. Federation (CNTU)
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## Work Stoppage

Canada Cement, Woodstock, Belleville, Port Colborne, Ont.; Montreal, Que. ....	Cement Wkrs. (AFL-CIO/CLC)
Hamilton Cotton & subsids., Hamilton, Dundas & Trenton, Ont. ....	Textile Wkrs. Union (AFL-CIO/CLC)
Hotel Royal York (CPR), Toronto, Ont. ....	Hotel Empl. (AFL-CIO/CLC)
Motor Trans. Ind. Relations Bureau (car carriers), Ont. ....	Teamsters (Ind.)

## Part III—Settlements Reached during November 1961

(A summary of major terms on the basis of information immediately available. Figures for the number of employees covered are approximate.)

ALTA. GOVT. TELEPHONES—I.B.E.W. (AFL-CIO/CLC) (PLANT EMPL.): 1-yr. agreement covering 1,200 empl.—general wage increase of 2% retroactive to Nov. 1, 1961 and an additional 2% eff. May 1, 1962.

B.A. OIL, CLARKSON, ONT.—OIL WKRS. (AFL-CIO/CLC): 1-yr. agreement covering 570 empl.—a general wage increase of 4% for all empl.; new wage rate for labourers will be \$2 an hr.

BELL TELEPHONE, QUE. & ONT.—CDN. TELEPHONE EMPL. (IND.) (EQUIP. SALESMEN): 1-yr. agreement covering 500 empl.—wage rates for top classifications increased by \$13 to \$15 a mo. depending on locality, eff. Dec. 7, 1961; empl. not regularly scheduled to work on Saturdays will be given another day off when a statutory holiday falls on a Saturday.

BELL TELEPHONE, QUE. & ONT.—CDN. TELEPHONE EMPL. (IND.) (PLANT DEPT.): 1-yr. agreement covering 10,000 empl.—eff. Nov. 26, 1961 top rates increased by \$1.25 to \$3 per wk. depending on locality, and starting rates increased by \$1 per wk. in all localities; starting rate for operators in Montreal & Toronto will be \$45 a wk.

BELL TELEPHONE, QUE. & ONT.—TRAFFIC EMPL. (IND.): 1-yr. agreement covering 9,000 empl.—eff. Nov. 26, 1961 top rates increased by \$1.25 to \$3 per wk. depending on locality, and starting rates increased by \$1 per wk. in all localities; starting rate for operators in Montreal & Toronto will be \$45 a wk.

BOWATER'S NFLD. PAPER, CORNER BROOK, Nfld.—PAPER MAKERS (AFL-CIO/CLC), PULP & PAPER MILL WKRS. (AFL-CIO/CLC) & OTHERS: 2-yr. agreement covering 1,300 empl.—5¢ an hr. wage increase retroactive to June 1, 1961, an additional 5¢ an hr. eff. June 1, 1962; 1¢ an hr. increase in shift differential retroactive to June 1, 1961 and 1¢ an hr. eff. June 1, 1962; an additional 8 hrs. pay for Christmas Day; 4 wks. vacation after 23 yrs. of service eff. Jan. 1, 1962 (formerly 4 wks. after 25 yrs.); additional company payment of 25¢ per empl. per mo. towards hospitalization premium; new labour rate after June 1, 1962 will be \$2.03 an hr.

CALGARY CITY, ALTA.—PUBLIC EMPL. (CLC) (INSIDE EMPL.): 2-yr. agreement covering 600 empl.—no wage increase to be granted in 1961; a general increase of 2% plus \$5 a mo. eff. Jan. 1, 1962; longevity pay of \$5 a mo. after 10 yrs. of service and \$10 a mo. after 20 yrs.; an extra day off when a holiday falls on a Saturday or Sunday; double time for work on holidays (formerly time and one-half).

CDN. WESTINGHOUSE, HAMILTON, ONT.—U.E. (IND.): 30-mo. agreement covering 3,150 empl.—wage increase of 5¢ an hr. eff. Oct. 20, 1961; 3¢ an hr. increase eff. Oct. 19, 1962 and a further 3¢ an hr. eff. Oct. 18, 1963; \$25 settlement pay; an incremental wage increase of ½¢ an hr. for each labour grade resulting in increases ranging from ½¢ to 3½¢ for female empl., ½¢ to 7¢ for male empl.; these increases are in addition to the general increases and become eff. on Oct. 20, 1961, Oct. 19, 1962 and Oct. 18, 1963; on Jan. 12, 1962 the incentive systems will be discontinued and the affected empl. will be paid a straight hourly rate based on their average hourly earnings during 1961; improved pension & welfare provisions; new labour rate after final increase on Oct. 18, 1963, will be \$1.93 an hr.

CONSOLIDATED PAPER, PORT ALFRED, QUE.—PULP & PAPER WKRS. FEDERATION (CNTU): 1-yr. agreement covering 600 empl.—5¢ an hr. increase retroactive to May 1, 1961; empl. will receive 12 hrs. instead of 8 hrs. pay for Christmas and New Year's shutdown; shift premiums increased by 1¢ an hr.; a joint job evaluation committee will be established; new wage rate for labourers will be \$1.98 an hr.

DUPONT OF CANADA, SHAWINIGAN, QUE.—CELLULOSE WKRS. ASSN. (IND.): 2-yr. agreement covering 500 empl.—wage increase of 3¢ an hr. eff. Nov. 1, 1961; improvements in shift premium.

E. B. EDDY, HULL, QUE.—PAPER MAKERS (AFL-CIO/CLC), PULP & PAPER MILL WKRS. (AFL-CIO/CLC) & OTHERS: 1-yr. agreement covering 1,750 empl.—5¢ an hr. increase retroactive to May 1, 1961; 1 additional statutory holiday granted by increasing payments for Christmas and New Year's Day from 12 hrs. to 16 hrs. each; company contributions to the welfare fund increased by 50¢ per mo. per empl.; new wage rate for labourers will be \$1.85 an hr.

FISHERIES ASSN., B.C.—UNITED FISHERMEN (IND.) (HERRING FISHERMEN): 1-yr. agreement covering 650 empl.—price for herring increased by \$1.60 a ton making the new rate \$10.40 per ton delivered to the plant.

HOWARD SMITH PAPER, CORNWALL, ONT.—PAPER MAKERS (AFL-CIO/CLC), PULP & PAPER MILL WKRS. (AFL-CIO/CLC): 1-yr. agreement covering 2,000 empl.—5¢ an hr. retroactive to May 1, 1961; an additional 2¢ an hr. is to be paid when the 7-day operation is put into effect; 1 additional paid holiday for a total of 9 annually; company's contribution to medical-surgical plan increased by 50¢ for a total of \$4.50 per mo. per empl.; life insurance policy increased by \$500 for female empl. and by \$2,000 for male empl. with the total cost of the premiums paid by the company; new wage rate for labourers will be \$1.85 an hr.

SASK. WHEAT POOL, (ELEVATOR DIV.), ONT., MAN., SASK. & B.C.—SASK. WHEAT POOL EMPL. (CLC): 1-yr. agreement covering 1,600 empl.—country elevator agents to receive a general increase of 2%; all other classifications to receive increases in various amounts in accordance with a new job evaluation plan; improved sick leave provisions.

SHELL OIL, MONTREAL EAST, QUE.—EMPL. COUNCIL (IND.): 1-yr. agreement covering 590 empl.—wage increases ranging from 7¢ to 12¢ an hr. depending on job classification, retroactive to Oct. 23, 1961; new wage rate for probationary labourer to be \$1.86 an hr.

SPRUCE FALLS & KIMBERLEY-CLARK, KAPUSKASING, ONT.—PAPER MAKERS (AFL-CIO/CLC), PULP & PAPER MILL WKRS. (AFL-CIO/CLC) & OTHERS: 1-yr. agreement covering 1,350 empl.—5¢ an hr. increase retroactive to May 1, 1961; 1¢ an hr. increase in shift differentials; on Jan. 1, 1962 the company is to pay an additional \$1 per mo. toward PSI for married male empl.; the equivalent of an additional paid holiday to be granted by increasing payment for Christmas shutdown to 16 hrs. instead of 8 hrs.; new wage for labourers will be \$1.98 an hr.

T.C.A., COMPANY-WIDE—SALES EMPL. (IND.): 2-yr. agreement covering 1,500 empl.—a general increase of 5% retroactive to July 1, 1961 and a further increase of 3% eff. Sept. 1, 1962; the shift premium increased from 7¢ an hr. to 8¢ an hr. for afternoon shifts and from 12¢ an hr. to 15¢ an hr. for night shifts; check-off is voluntary for the first 90 days of employment and then it becomes compulsory.

UNIVERSITY HOSPITAL, SASKATOON, SASK.—BUILDING SERVICE EMPL. (AFL-CIO/CLC): 2-yr. agreement covering 580 empl.—a general increase of 3% for all empl.; changes in overtime provisions.



## NOTES OF CURRENT INTEREST

### 158 New Training Institutions Get Federal Contribution

Federal contributions toward the construction costs of 158 new or expanded institutes of technology, trade schools and vocational high schools had been approved up to December 1. The contributions approved total almost \$124 million.

These figures are expected to grow substantially when further applications from Quebec, which signed the Vocational and Technical Training Agreement later than other provinces are submitted to the federal Government. By December 1, several projects had been submitted and one already approved.

The 158 approved applications came from all provinces of Canada.

The federal Government, under the provisions of the new Technical and Vocational Training Assistance Act (L.G., Nov., p. 1096), contributes 75 per cent of the capital costs of constructing and equipping new training facilities. After March 31, 1963, the contribution will be reduced to 50 per cent.

The Government also contributes to the training of the teachers, supervisors and administrators to staff the schools built under the program.

In an address last month at the opening of a new school in Etobicoke, Ont., Hon. Michael Starr, Minister of Labour, said the program, "once the schools have been built and equipped, and once the graduates find their way into the labour force, will give a shot in the arm where it is most needed—the placement of young Canadians in industry."

It is reasonable to assume, the Minister added, that the advent of young people who already possess the basic skills required for modern technology will contribute to flexibility and adaptability in the labour force.

"The program strikes at one of the basic cause of unemployment—lack of skill, lack of training," he said. In addition, he pointed out, many thousands of construction workers will be employed on the new schools in the coming months.

The Minister said that in the past Canada has failed to provide adequate training opportunities. "We have not come to grips with the growing need for workers with greater skill and knowledge. Rather than expand training programs and facilities, Canada met its manpower requirements by importing skills from abroad.

"We are faced today with the problem of filling the gap that exists in training and education facilities. Within a short space of time, we must increase the skill and knowledge of our labour force. We must offer our young people courses that are suited to their abilities and interests. We must train and educate and we must re-train the unemployed as well as the employed."

Not only do many unemployed persons not have sufficient basic education or training to qualify for available jobs, Mr. Starr said, but also large numbers of employed workers face unemployment because they do not have basic skills or knowledge to take further training to keep up with changing techniques in their trades or occupations.



## J. P. Francis Named Director of Economics and Research Branch

J. P. Francis has been appointed Director of the Economics and Research Branch of the Department of Labour. With the Branch since 1944, he has been, since 1957, chief of the Manpower Resources Division.

He succeeds Dr. W. R. Dymond, whose appointment as Assistant Deputy Minister was announced in September (L.G., Oct., p. 1004).

Mr. Francis was born in Moose Jaw, Sask. He was graduated in 1942 in commerce and finance from the University of Toronto, where he also took graduate studies in psychology and philosophy.

After working for a short time in industry, he joined the Department of Labour's Economics and Research Branch. Since his initial appointment in a junior professional position he has risen through various positions to the directorship of the Branch.

In the position he is vacating, Mr. Francis has been closely associated with the research the Department has undertaken in recent years in the areas of the development of manpower resources, the identification of training problems and the impact of technological development on occupations.

He is a member of the Department's advisory committee on professional man-



—Capital Press, Ottawa

**Mrs. Agnes Beckett** (left), Assistant to the Director, Women's Bureau, Department of Labour, presents an award of the Canadian Federation of Business and Professional Women's Clubs to Miss Joan Cox, first year Arts student at Carleton University, Ottawa. The Federation offers scholarships and bursaries to girls and women who undertake further education as a basis for a career.



—Monte Everett, Ottawa

**J. P. Francis**

power and on technological change, and has represented Canada at meetings of the International Labour Organization and on committees of the organization for Economic Co-operation and Development and the former Organization for European Economic Co-operation. He is a member of the Canadian Political Science Association.

## Must Leave Declining Industries For Expanding Ones, TUC Agrees

Many workers must leave industries that are declining and find jobs in new ones that are expanding, Britain's Trades Union Congress has acknowledged in a report by its economic department that has been approved by the TUC General Council.

But, the report states, where workers have to change jobs there must be better training and better compensation payments, and unemployment insurance benefits must be raised closer to normal earnings.

The report asserts that more investment is needed in industry to expand production.

## CLC Executive Council Proposes Plan to Meet Import Competition

The Executive Council of the Canadian Labour Congress last month proposed a new role for the General Agreement on Tariffs and Trade that would provide a method for meeting import competition from countries maintaining low wages and unfair labour standards.

Under this plan proposed by the Council, GATT would institute an annual review procedure requiring each member nation to file an annual report showing what had been done to improve wages and working conditions in industries in which tariff concessions had been granted by importing countries and in which increased export trade had taken place.

The plan would also provide for a specific complaint procedure in GATT, available to both industry and labour acting through the member governments. Thus, where a union or a firm believed the domestic industry was faced with unfair competition based on "unfair labour standards," it could request the government to take its complaint directly to GATT, and GATT, with the assistance of the International Labour Organization on labour aspects of the problem, could recommend corrective steps to be taken.

The CLC Executive Council pointed out that a continuing expansion of international trade is essential to raising standards of Canadian employment and living standards.

Some goods now being imported from foreign industries with unfair labour standards were now resulting in unemployment of Canadian workers, it asserted, and pointed to the near disappearance of the rubber footwear industry. It asked for a new inquiry into this industry by the Tariff Board.

The Council also gave particular attention to the textile industry. It urged upon the Government "the necessity of taking all possible steps to safeguard, maintain and expand a healthy, efficient textile industry capable of doing its share to maintain full employment." The CLC suggested that the textile industry could contribute substantially to ironing out seasonal employment fluctuations and could provide employment for unskilled workers.

In another action at last month's meeting, the Executive Council sought increased support for the Canadian merchant marine service in several resolutions dealing with Canadian shipping.

The CLC is asking the Government to provide subsidies to enable the Canadian merchant marine to compete on an equal basis with Commonwealth and foreign-owned and operated ships. The subsidies would be contingent on the companies' building, repairing and maintaining their ships in Canadian yards.

The CLC also proposed an investigation by the Canadian Maritime Commission into the decline of Canada's deep-sea merchant fleet, the extent of government assistance to revive the service, and the extent and effect of Canadian nationals' owning and operating vessels under foreign flag registration.

Council pledged fullest support and assistance to Sudbury and Port Colborne, Ont., miners, smeltermen and refinery workers in their opposition to the Mine, Mill and Smelter Workers Union.

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## U.S. Agreement Limits Number Of Jobs Railroad May Abolish

A collective agreement that puts a limit on the number of jobs that the employer may abolish because of technological or organizational changes has been signed between a United States railway and the Order of Railroad Telegraphers.

Another clause in the agreement provides that any union member on the "extra" list as of September 15, 1961, and any that may go on the "extra" list in the future, shall be guaranteed pay for 40 hours in a week.

Press reports of the signing of the agreement described it as guaranteeing a worker "a job or equivalent wages during his lifetime." Both the union and the railroad quickly issued statements describing these reports as "an obvious distortion."

The agreement, between the Telegraphers and the Southern Pacific, establishes a base of 1,000 positions, i.e., 1,000 five-day assignments, not including seasonal positions. The company may not abolish any of the positions in the base except by reason of technological change, organizational change, or a change in the volume or composition of traffic.

But the reduction in the number of positions in any year cannot exceed two per cent of the base. This limitation does not apply, however, to reductions effected by the installation of Centralized Traffic Control or by the abandonment of lines authorized by the Interstate Commerce Commission.

At the time of the signing, the Southern Pacific was employing only 946 tele-



graphers. The provision that permits the abolishing of 20 positions a year will, therefore, not become effective until such time as the total number of positions on the railroad would, at the above rate, have been reduced to the present number of positions.

The company is not required to restore jobs already abolished to bring the number back to 1,000 but it must wait until the "slack" of 54 positions has been taken up before abolishing any more.

The agreement also provides that not more than five station agencies may be abolished per year, except by conference and agreement between the company and the union.

Another important clause provides that all employees holding seniority as at September 15, 1961 will be guaranteed 40 hours work a week. When an employee, although available for work, is given less than 40 hours work in any week, his compensation will be brought up to equal 40 hours.

The agreement provides for the setting up of a special board of adjustment to settle disputes regarding transfers of work affecting employees subject to the agreement.

Press accounts of the signing said the agreement "guaranteed a worker his job or equivalent wages during his lifetime." The newspaper, *Labor*, a weekly owned by 18 railroad labour organizations, replied that such a description was "an obvious distortion." But the *New York Times*, in an editorial, pointed out that if the normal rate of attrition of telegraphers—5 per cent a year—remained constant, it was unlikely that any now employed would be affected by layoffs throughout their working lives.

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## New Bulletin Gives Earnings Of Engineers and Scientists

The tenth in the Professional Manpower Series of bulletins, *Engineering and Scientific Manpower Resources in Canada: Their Employment, Earnings and Salary Rates, 1960-61*, was published by the Department of Labour last month.

Two earlier bulletins No. 7 and No. 9, presented similar information for 1957 and 1959. Bulletin No. 10 is essentially a statistical report; the previous two contained analyses.

The three bulletins are based on a sample survey of professional personnel enrolled in the Register of Scientific and Technical Personnel maintained by the Department. One third of the Register is surveyed each year.

Although the figures given in Bulletin No. 10 refer only to those who completed the 1960-61 questionnaire, they are representative of the total Register.

The report is divided into two parts, one dealing with engineers and the other with scientists.

The bulletin was prepared in the Manpower Resources Division of the Economics and Research Branch. It is obtainable from the Queen's Printer, Ottawa (catalogue No. L2-2010), at a price of 25 cents.

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## Union Membership as Proportion Of Labour Force Drops in U.S.

Union membership in the United States as a percentage of the total labour force dropped in 1960 to 23.3 per cent, according to the U.S. Bureau of Labor Statistics. In 1959 the percentage was 23.8 and in 1958 it was 23.9.

In the 1958-60 period, union membership grew by 36,000, to about 18 million, while the labour force increased by more than 1.8 million. The members counted in the total are those of national and international unions with headquarters in the United States.

The survey by the Department of Labour of Canadian union membership at the beginning of 1961 showed a total of approximately 1,447,000, equal to approximately 32 per cent of the estimated number of non-agricultural paid workers in Canada.

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## 1961 Canada Year Book

The 1961 edition of the *Canada Year Book* was published early last month. This year's edition is the 55th in the series.

It contains some 1,300 pages of text and statistical tables dealing with the physical features of the country, the machinery of government, vital statistics, public health and welfare, education; scientific, atomic, space and industrial research; the primary resources of agriculture, forestry, mining and fisheries; manufacturing, labour, transportation and communications; domestic and foreign trade; finance and national income and expenditure.

Included also is a detailed 140-mile-to-the-inch map, as well as small maps portraying the territorial evolution of the country since Confederation, and the progress of the federal roads-to-resources and territorial roads programs.

The price of the *Canada Year Book* is \$5 a copy, cloth-bound, and \$3 paper-bound. It is obtainable from the Queen's Printer, Ottawa; from the Dominion Bureau of Statistics, Ottawa; or from private book-sellers.



## 2nd Meeting, National Technical and Vocational Training Advisory Council

Declares that every unemployed person should have opportunity for training, no matter what education he has had, and lays down conditions it believes should govern plans for training unemployed persons to improve aptitude for employment

Every unemployed person no matter what his education has been, should have an opportunity for training, the National Technical and Vocational Training Advisory Council declared in a resolution that was unanimously approved at its second meeting, held on November 9 and 10. The Council also laid down certain conditions that it believed should govern plans for training unemployed persons to improve their aptitude for employment and to fill the needs of industry.

The resolution was recommended in a progress report by a subcommittee appointed at the previous meeting of the Council, under the chairmanship of Max Swerdlow, Education Director of the Canadian Labour Congress, to study the training of unemployed persons (L.G., June, p. 551).

The report stated that there were four times as many unemployed persons enrolled in classes during the past summer than during the previous summer. From April 1 to August 31, 1961, there were 3,165 persons enrolled in classes. For the same period last year, the number was 732. Based on reports from the provinces there will be a substantial increase in training programs for the unemployed during the coming winter.

The 23-member Council, which represents management, labour, provincial governments and other interested organizations, was established under the Technical and Vocational Training Assistance Act. It superseded the former Vocational Training Advisory Committee.

Dr. G. Fred McNally, former Chancellor of the University of Alberta, was again chairman of the meeting.

### Minister of Labour

The objective of increasing technical and vocational training facilities in Canada by 50 per cent in five years, set by him in the House of Commons last year, may be reached in two and a half years—half the estimated time—according to present indications, Hon. Michael Starr, Minister of Labour, said in addressing the delegates.

The federal Government has approved the construction of 141 new technical institutes, trade schools and technical and vocational high schools, at a total cost of \$182,000,000, the federal contribution to which is estimated at \$116,000,000, the Minister said. This is about \$62,000,000 more than the total of all federal contributions during the past 10 years for school construction and for the operation of training programs.

"The new building projects already approved under the training legislation will provide full-time training facilities to accommodate an additional 65,000 trainees," Mr. Starr added. The response of the provinces to the need for technical and vocational training has been most gratifying, and the expansion being undertaken has "far exceeded our expectations," he said.

The Minister expressed his satisfaction regarding the conclusion of a training agreement with the Province of Quebec (L.G., Oct., p. 1004), and said he looked forward to hearing about the steps being taken to expand training facilities and programs in that province.

Mr. Starr referred to the need for more training for unemployed workers. Such training, he said, was not the complete answer to the question of unemployment, but it had an important part to play. The skill of those already in the labour force must also be raised to meet technological changes.

"Workers whose basic preparation for occupational life has been inadequate must be given the opportunity to receive the fundamental training necessary for development of new skills," the Minister said.

He also expressed interest in the provisions made in the training agreements for the development of training programs in co-operation with industry, under which persons employed in industry are given the chance of raising their fundamental skills and knowledge.

"We are fully aware," Mr. Starr said, "that the capital program is only an initial phase of the new development. New, additional and improved training programs must

be developed to meet the growing and diversified needs of the different segments and levels of the labour force.

"Industry must be encouraged to play a more active and vital role. Both management and labour groups will have to develop broader policies and attitudes leading to more active participation in the field of technical and vocational training," the speaker declared.

### Deputy Minister of Labour

"No one has expressed any serious doubts about the need of improving our manpower skills. The concern is rather how this can best be accomplished," said Dr. G. V. Haythorne, Deputy Minister of Labour, in a brief address to the meeting.

Speaking of the establishment of provincial training advisory committees, Mr. Haythorne said: "We feel that these committees working along with this national committee will provide not only an excellent stimulus to further training activity in each of the provinces, but assist in seeing that there is full co-ordination and co-operation in carrying forward our program."

### Advisory Committee on Technological Education

A report of the Advisory Committee on Technological Education, appointed by the Council at the last meeting (L.G., June, p. 550), was read by D. E. Bridge, Vocational Training Branch, Department of Labour.

At the first meeting of the Committee, held in June, it had been unanimously agreed that the technician level or plateau must be defined, the report said. At the top was the university graduation plateau, with a bachelor level, a master level and a doctorate level. Next was the technician and technologist plateau, then the tradesman and journeyman plateau, and finally the semi-skilled and unskilled plateau.

The Committee had agreed that for the technician level or plateau the "common characteristic should be the capability for non-routine work and the ability to accept responsibility that would involve the exercise of judgment and initiative."

It was also agreed that much work should be done by a national group to pull together the connecting threads to form a national pattern at the technological level, that steps should be taken to co-ordinate the efforts of professional societies and other organizations now active in the technician field, and that a survey should be

made of existing levels and standards in the engineering, scientific and related fields.

The Committee recommended that:

—Careful consideration should be given to the development of a clear definition of a technician and a technologist.

—However desirable national examinations may be as a means of establishing levels of competence, the difficulties of doing so were recognized, and at present attention should be given to other means of setting standards.

—The top level should be established as from two to three years of technical institute training, or its equivalent; and in any case, not less than 2,400 hours of training beyond junior matriculation or equivalent, with proficiency in the communication skills both written and oral, and in mathematics and science.

—The greatest degree of collaboration should be encouraged among the various institutes.

—Encouragement should be given to the provinces to develop evening extension programs and correspondence courses at the technological level.

### Subcommittee on Training of Unemployed

Max Swerdlow, in a progress report of the subcommittee on the training of unemployed persons, of which he was chairman, submitted to the Council the following recommendations, which were unanimously approved by the Council:

1. That every unemployed person should have an opportunity for training.

2. That the basic related subject portion of an unemployed person's training should be related to the occupations for which the individual is being prepared.

3. That development of related subject material for various occupational areas and levels should be co-ordinated by the federal Government.

4. That because of the success of the courses in skill development carried on in the various provinces, both the provincial and federal Governments should recognize and provide for separate courses in related basic training for skill development where needed.

5. That a special co-ordinator should be provided at the provincial level to ensure the effective operation of training programs for the unemployed and to further ensure that these programs be co-ordinated with other programs developed for the training of skilled manpower by enlisting the active assistance and support of government, labour and industry.



## H. L. Shepherd

H. L. Shepherd, Manager of Personnel Compensation and Development at Canadian Westinghouse, who had been working as a part-time assistant to the Department of Labour in making a survey of training problems in industry, said that there was need for a means of carrying on a continuous or rolling survey of the qualifications needed in industry compared with the numbers of workers available.

Such a survey, broken down by industry and geographical area, would help industries and local and provincial authorities in their own detailed manpower planning, and would enable the gap between supply of, and demand for skills to be discerned. He suggested two ways in which such a gap might be closed: first, by improved training; and, second, if this were not sufficient, by changing the arrangement of work to suit the work force available, and by adjusting pay levels and investment in equipment.

Mr. Shepherd wondered whether jobs could be "de-skilled" to make it possible to give employment to those who lacked the basic qualifications necessary for technical training. In discussion following his report he said that in Europe there is little unemployment but he had seen people there doing unskilled work of a kind that we should think it demeaning to a man to offer him. It would take courage in Canada to offer a man a job for little more than the amount of unemployment insurance benefit.

In Europe, he had found two kinds of technical training, he said. In some countries training was of the broad, deep apprenticeship kind; in other countries the method was rather by means of a shorter period of training, occupying in all perhaps three years, with two years in technical school and one year's training in industry. This latter method, he thought, offered more promise under Canadian conditions than the long-term apprenticeship one.

Mr. Shepherd also suggested that the idea of multiple trade training should be given some study. As examples, he suggested that the trade of an electrician might be combined with that of a carpenter, to the extent necessary in making electrical installations or repairs, or a man might do plastering in winter and lay bricks in summer—if union objections could be overcome.

Employed people who, for any reason, had missed getting adequate formal education and technical training should be given an alternative method by which they could

become equal to those who had such training, Mr. Shepherd said. There is such a path for the professional engineer, he pointed out, but not for the technician.

Even if their deficiency in training were their own fault, he contended that they should have another chance, such as by means of night courses. It would not be easy for them to qualify themselves in this way and it should not be made easy, but, he asked, "How can we deny them the right to try?"

Labour-management co-operation has got to come somehow, some day, but we should not "master-mind" how to impose it, Mr. Shepherd said. It would be folly to try to force such co-operation on all unions and companies at the same time. An atmosphere of co-operation imposed artificially across the board would not be likely to work.

## Agricultural Training

A report on a survey to determine the needs for agricultural training in Canada was given by the three members of a team that conducted the survey last summer. The three members were: Harald Tangjer, a teacher in vocational agriculture in Saskatchewan; Stephen Vincent, Director of Information at the Botanical Gardens, Montreal, and a former teacher in vocational apprenticeship; and D. R. Buchanan of the Economics and Research Branch of the Department of Labour.

The survey, the Council was told, was an opinion survey conducted during the months of July and August. The team spent from two to four days in each province, holding meetings with individuals and groups, and leaving copies of a questionnaire to be filled out by selected persons and returned to Ottawa. The team left copies of the questionnaire with 150 persons, 87 of whom completed it.

The purpose of the survey was to obtain information regarding the kind of agricultural training needed. The questionnaire asked the informant's opinion as to what constituted the most important changes that had occurred in agriculture in his part of the country during the past 10 or 15 years, what kinds of knowledge and skill were becoming increasingly important as a result of these changes, what kinds of training programs in current use were proving most effective, and what kinds least effective, in the informant's area.

The team also visited two districts in the United States where agricultural training programs were in operation to obtain infor-



mation regarding the experience gained there. The programs in question were: the Minnesota Vocational Agricultural Program at the Forest Lake area High School, and the New York Agricultural and Technical Institute Program at the Farmingdale Vocational School in Long Island, New York.

It is expected that a report on the findings of the survey will be ready for the next meeting of the Advisory Council in May.

### Training of Adults with Insufficient Education

An outline of a program being undertaken by the Government of New Brunswick to raise the level of learning of adults whose formal education was insufficient to enable them to qualify for technical training was given by Prof. G. G. Duclos, Professor of Business Administration in the University of New Brunswick.

In this program, Prof. Duclos said, it was planned to make use of available facilities, such as schools, churches, and other public buildings, and to use as instructors between 300 and 400 qualified tradesmen and senior employees. The number who could benefit by this program in New Brunswick might well reach into the thousands, he said.

The regular program of vocational training, Prof. Duclos pointed out, is based on three phases. The first phase was training for full-time work; the second, up-grading of the technical skills of seasonal workers in their existing occupations; and the third was pre-vocational training to provide up-grading of basic educational levels. This third phase had been completely ignored so far, he said, and it was to supply this need that the program he described was designed.

The program was to be embarked on during the 1961-62 season, and there would be no restriction as to age or occupation. It was expected that as many as from 4,000 to 7,000 would take part this season.

No substantial increase in facilities under the first and second phases was planned, but the existing facilities and developing program would continue. In the near future, however, they would be opened up to those who qualify in the third phase, Prof. Duclos said. Ultimately there must be a large-scale training program at every level.

The objective should be for all those interested at all levels of skill to be able to obtain it. The authorities would have the power to eject those who were not showing interest, Prof. Duclos said.

### Vocational Training in Europe

Several members of the Council who were among a group of eight persons which visited Europe during the past summer to study vocational training methods and the kinds of equipment used in technical training institutions said that they had been impressed by the way in which, in all the countries visited, industry, agriculture and labour regarded technical training as being as much their responsibility as that of government.

Here we think all this is the responsibility of government, one of the delegates said. Industry, agriculture and labour need to do more than send representatives to act on advisory committees, he commented.

The furnishing of industrial equipment for demonstration purposes in technical training, and its replacement as it became obsolete, was mentioned as one of the ways in which industry gave practical help in Europe.

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## CNR, CBRT Amalgamate Three Agreements into One

An agreement was reached last month between the Canadian National Railways and the Canadian Brotherhood of Railway, Transport and General Workers that paves the way for an amalgamation of express, freight and road transport services into one unit, to be known as "Expressfreight".

The agreement, reached after almost nine months of negotiations, has gone into effect at Edmonton but will eventually apply to more than 20,000 employees all across the country.

The new agreement amalgamates three large ones, covering clerical, express and cartage employees. The amalgamation of seniority groupings is proceeding.

Need for a new agreement was recognized after the railway integrated its express, freight and cartage services. The Edmonton terminal was the first to be integrated because it presented the least difficulty. Moncton, N.B., is the next area scheduled for integration, which is being effected in stages right across Canada.

The new agreement will virtually assure veteran employees whose jobs are eliminated by technological or business changes of a chance at a job in another part of the Expressfreight operations.

# Labour Arbitration in Canada

A summary, by the author, of a new book by Prof. A. W. R. Carrothers of the Faculty of Law, University of British Columbia, who was assisted by a grant in aid of research under the Labour Department-University Research Program

The law of collective bargaining in Canada today, although it contains significant features peculiar to this country, is a unique blend of politics, attitudes, emphases and experiences to be found in the United Kingdom and the United States.

From the United Kingdom Canada draws its common law, together with a modified version of the English reform legislation of the 1870's. Canadian collective bargaining legislation today has its beginnings in United Kingdom legislation of the 1890's. From the United States Canada has borrowed a system of controlled compulsory collective bargaining in which the employer is obliged to bargain with a union certified by a special supervisory administrative board as the exclusive bargaining agent of the employees.

A unique feature of Canadian legislation is the requirement that grievance disputes be settled without a stoppage of work. In the United Kingdom, strikes may be unofficial but are not illegal; in the United States the procedure of arbitration is inserted into about 95 per cent of collective agreements, not by requirement of law but by agreement.

A second distinctly Canadian characteristic of our industrial relations law is the provision for compulsory conciliation and arbitration. The American system relating to negotiation disputes is one of voluntary mediation, and the United Kingdom system is largely extra-legal.

## Conciliation Distinguished from Arbitration

A distinction must be drawn between disputes that arise over the negotiation of the collective agreement and disputes that arise over its administration. The former concern conflicts, mainly of economic interests, between the employer and the employees as represented by the union; the latter concern the rights of the parties during the term of the collective agreement.

In the former, the conciliator seeks to resolve conflicts by endeavouring to induce the parties to come to terms. In the latter, legal principles lie at the root of settlement. Whatever an arbitrator does, his actions must not exceed the bounds of legal validity.

Negotiation disputes may be the subject of arbitration, but negotiation disputes in Canadian industry normally are subject only to the processes of conciliation.

## Labour Arbitration—Commercial Arbitration

A distinction may also be drawn between labour arbitration and commercial arbitration. The arbitration of labour disputes is in many respects in a stage of development much less mature than the arbitration of other kinds of issues. Many kinds of issues occur in labour arbitration that have never before arisen, where as in commercial disputes there is a substantial body of law to guide the arbitrators.

## Litigation as Alternative to Arbitration

Litigation may be considered as an alternative to arbitration. Except in Ontario and Saskatchewan, where legislation precludes action on the collective agreement, a party to a grievance dispute may consider issuing a writ instead of taking the case to arbitration. But litigation is costly and time consuming, and courts are often not regarded as a happy forum for the settlement of industrial disputes.

Under the Arbitration Acts of most provinces there may be a stay of legal proceedings if a Judge of the Supreme Court is satisfied that there is no sufficient reason why the grievance should not be referred to arbitration.

## Statutory Provisions for Arbitration

All jurisdictions in Canada require that there be machinery for the peaceful settlement of grievances.

*Labour Arbitration in Canada*, which describes and evaluates arbitration as a method of settling grievance disputes in labour-management relations in Canada, is published by Butterworth and Company (Publishers) Limited, 88 Kingsway, London, W.C. 2, England.

Prof. A. W. R. Carrothers, the author, is Director of the Industrial Relations Institute of the University of British Columbia. He was assisted by a grant in aid of research under the Labour Department-University Research Program.



Ontario requires the method of arbitration, and the statutes of Canada, Alberta, British Columbia, Manitoba, New Brunswick, Newfoundland and Nova Scotia require arbitration or some other method. Arbitration boards in Ontario are regarded as creatures of statute; the cases are at variance as to the status of arbitration boards in other jurisdictions.

In Saskatchewan, a grievance dispute may be referred to the Labour Relations Board, or the matter may be investigated by a board of conciliation.

In Quebec, the parties may agree to voluntary arbitration; further, under the Collective Agreement Act, there is special machinery for enforcement of collective agreements.

In Prince Edward Island, the view has been expressed that contract disputes must be referred to the Labour Relations Board without resort to a strike or lockout; the law in this province is not clear, however.

### Scope of Arbitrable Disputes

Generally speaking, the Canadian statutes require that the machinery of arbitration apply to the settlement of differences concerning the meaning or alleged violation of the collective agreement.

By the statutes of Canada, British Columbia, New Brunswick and Nova Scotia, the Labour Relations Boards are empowered to prescribe a clause establishing machinery for the settlement of grievance disputes if the parties fail to meet the requirements of the Act. The statutes of Alberta, Manitoba, Newfoundland and Ontario set out the clauses that operate if the parties fail to write in their own machinery.

### Failure to Comply with the Act

The British Columbia, Newfoundland and Ontario statutes authorize an agent of the Crown to perfect the creation of a board of arbitration in the event that either party refuses to constitute the board. Furthermore, in these provinces the board of arbitration is specifically granted jurisdiction to determine the question of the arbitrability of the issue.

In other jurisdictions, where one party refuses to constitute the board, the other may seek to prosecute, to bring an action at common law, or to apply to the court under the Arbitration Acts for the naming of an arbitrator. Further, in these other jurisdictions, if the board does not have agreement from the parties as to the scope of its jurisdiction, the board proceeds at its peril.

### Binding Force of Arbitration Awards

Under the federal and New Brunswick statutes, the parties are obliged to give effect to an arbitration award. Alberta relies on a special penalty clause. Manitoba and Nova Scotia require that the parties comply with the provision for final settlement, and Newfoundland requires that the parties comply with any decision of an arbitrator. The British Columbia statute is silent on the subject of enforcement of awards; in a number of instances in that province the individual has enforced a favourable award by civil action. The Ontario Labour Relations Act makes an arbitration award enforceable as a judgment or order of the Supreme Court.

### The Collective Agreement

The collective agreement may be regarded in concept as a business compact, a code of relations or constitution, and a treaty of peace. When it is first negotiated it may represent a treaty of peace. When in a well-operating enterprise it lies quiescent, it may represent an industrial constitution. But in moments of conflict it is a memorandum of rights.

The collective agreement is superimposed on the prevailing and traditional employer-employee relationship. The union is a statutory bargaining authority for the employees in the unit for which the union is certified. Its agency is protected by statute, and some important clauses of the collective agreement confer rights and duties on the union as distinct from its members.

The bulk of the clauses in most collective agreements, however, are designed to effect the individual employee in respect of wages, hours, and other conditions of work, including his security of employment.

### Subject Matter of Collective Agreements

The subject matter of a typical collective agreement may be divided for pedagogical purposes into six heads: general terms, security clauses, settlement of disputes, wages and hours, conditions of work, and "fringe benefits".

The general terms include such matters as a description of the parties, a statement of intent, an undertaking against strikes and lockouts, and the date and duration of the agreement.

Security clauses relate to the rights of the employer, the union and the individual employee. Frequently the collective agreement contains a declaration of the rights of management; the union security clauses may



take many forms, including such matters as the closed shop, preferential hiring and the check-off of dues; employee security clauses relate generally to seniority.

Provisions dealing with wages and hours, like many other terms, are superimposed on minimum standards established by legislation, as are terms concerning conditions of work.

Fringe benefits cover a miscellany of items, some of which are far less on the fringe of bargaining than the term implies. The most significant today relate to statutory holidays, annual vacations, and pension and medical schemes.

The clauses for the settlement of disputes lie at the root of this study, for the terminal stage of the grievance procedure is arbitration.

### **The Collective Agreement at Common Law**

Mirroring the varying views of the nature and function of the collective agreement, the common law is a conceptual nightmare. Although statutes replace or resolve many of the uncertainties of the common law, case law tends to have a lingering influence in the interpretation of statutes, and in the rounding out of legal rights.

Basically, it may be said that at common law a collective agreement is not an enforceable contract unless it is incorporated into the contract of employment, but court decisions on the common law are not consistent.

#### **The Collective Agreement under Statute Law**

Under present-day legislation the collective agreement is recognized as a creature of statute, backed by the sanctions of the collective bargaining statutes. In addition, it has been held that breach of the collective agreement gives rise to an action in damages, and that unions are legal entities for the purpose of suing and being sued.

These conclusions are confirmed by the British Columbia Trade-unions Act of 1959. In Ontario and Saskatchewan, a trade union may not be sued, nor a collective agreement be the subject of an action, unless it could be irrespective of the collective bargaining legislation of those provinces; trade unions being unincorporated associations at common law, and the collective agreement having no status at common law, it would appear that actions by and against unions in those provinces must be brought in a representative form, and that enforcement of collective agreements is particularly dependent on the procedure of arbitration. In Ontario, however, it has been held that a union

is a legal entity for purposes of arbitration and that an arbitrator has power to award damages; by the Ontario Labour Relations Act an arbitration award is enforceable as an order of the Supreme Court. In addition, breach of the collective agreement may give rise to prosecution.

Contract principles have also been applied to the formation of the collective agreement as well as to its breach. It may be expected that in future cases other features of the law of contract may find their way into the developing law of the collective agreement.

### **Significance of Contents of the Agreement**

The collective agreement in most jurisdictions today has a legal status which admits of enforceability, and has its own forum—that of arbitration—in which its enforcement may be pursued. The contents of the collective agreement, therefore, have great significance for arbitration.

The collective agreement may be viewed as consisting of two kinds of clauses: procedural and substantive. The former constitute the machinery that the agreement provides for its enforcement, including the grievance machinery (involving the parties themselves) and the arbitration machinery (involving third-party intervention). The substantive clauses embrace the rest of the contents of the agreement, including any negotiated remedy for its breach.

The statutory requirements allow for considerable variation both in the rights and reciprocal duties that the collective agreement may create, and—by delineating rights, duties and remedies and by prescribing who has access to the grievance and arbitration machinery—in the parties in whom the rights vest and on whom the duties are imposed.

### **The Parties to Grievance and Arbitration**

Grievance machinery can and does take many forms. It usually provides for the processing by the union of grievances of individual employees, and may very well be capable of accommodating grievances brought by the union on its own behalf or on behalf of employees generally, or grievances brought by the employer.

Most arbitrations are brought by a union either on behalf of a named employee or on behalf of a group of employees or all employees. Occasionally a union may process a grievance on its own behalf. Whether a union has the right to process a grievance on behalf of an employee who does not wish to pursue the grievance, and whether the union has a duty to process a grievance

on behalf of an employee who demands that his grievance be fought, can be answered only by reference to the specific agreements. These points can be the subject of negotiation, and can be clarified by inserting in the agreement provisions directed to these points.

Although the employer is usually the respondent to a grievance, an employer may wish to process a difference through grievance to arbitration. He may do so, provided the arbitration provisions expressly or impliedly embrace proceedings instituted by the employer.

There is no clear law on the question whether an individual employee alone may be considered a party to grievance and arbitration proceedings. The answer again would appear to turn on whether the language of the arbitration clause in the collective agreement contemplates such proceedings, or, alternatively, whether the contract of employment may be found to encompass the initiation and execution of arbitration by the individual, independently of the bargaining agent.

Whether a union may pursue a grievance for the benefit or advantage of someone who is not an employee is even more obscure. It has been held in British Columbia that the Labour Relations Act intends that any collective agreement entered into pursuant thereto shall cover actual employees only. However, the judgment was reversed on other grounds.

### The Arbitration Tribunal

The kind of tribunal most frequently provided for in industry today is the representative-type, tripartite *ad hoc* board. The customary clause provides for the nomination by each party of a member of the board, usually within a specified time from the point at which the parties, in considering the grievance, have agreed to disagree. Normally the collective agreement provides that either party, at or after a specified time, may invoke arbitration. After the nominees have been appointed, they have a period of time in which to select a chairman. Failing agreement, the power to appoint a chairman is usually given to the Minister of Labour. The arbitration board is usually created for the purpose of a single grievance.

The potential mischief of the tripartite representative-type *ad hoc* board lies not in its ephemeral nature but in its representative quality. It so closely resembles a conciliation board that the members, who may in practice sit on conciliation boards, are exposed to the risk of misconceiving

their function. In conciliation, the function is to endeavour to bring about an agreement between the parties, whereas in arbitration, the board is required by law to function in a judicial way.

The advantage of the representative-type tribunal is that the nominee is likely to be familiar with the realities of industrial relations, and particularly with the problems of the industry from which the grievance emerges.

### Jurisdiction of the Arbitration Tribunal

By statute, the arbitration tribunal must be granted the minimum jurisdiction to deal with differences concerning the meaning or alleged violation of the collective agreement.

This jurisdiction may prove narrow in two respects. First, there may frequently arise disputes of a substantial nature which do not involve an issue of interpretation or an alleged violation of the collective agreement. Second, the provisions in most provinces do not clearly specify that the question of the arbitrability of an issue is itself arbitrable.

A dispute, the settlement of which may be of vital concern to the parties and to the harmonious operation of the industry, may arise over a matter that falls outside the four corners of the agreement. Thus the contents of the agreement take on a particular significance, because the arbitration board will, in most cases, be limited in its jurisdiction to considering the contents of the agreement.

In British Columbia, Newfoundland and Ontario, a board has jurisdiction to determine the question whether the issue raised by one party is arbitrable. It is not so elsewhere in Canada. Thus, although one party may "grieve", the other party may deny that the issue is a proper matter for arbitration. If the parties cannot agree to give the board jurisdiction to determine the issue, the arbitrator is inviting trouble if he proceeds. The remedies available are prosecution, civil suit, and an application under the Arbitration Acts for the appointment of persons to the board. In British Columbia, the Labour Relations Board may appoint a person to an arbitration board if the Labour Relations Board considers the matter arbitrable.

### The Function of Compromise

From time to time a board may, particularly in a hard case, contemplate inviting the parties to compromise the dispute and to withdraw the issue from the board.

If the parties wish the board to have power of compromise, they should accept



the responsibility of conferring that jurisdiction on the board. Otherwise, compromise amounts to judicial misconduct, and the award may be set aside or quashed.

Gratuitous observations or recommendations are not invalid, provided they are clearly not part of the award.

### Power of Employer to Discipline and Dismiss

At common law an employer does not have power to discipline an employee, except in the exercise of management prerogatives.

Layoff would seem to be, in effect, a termination of the contract of employment with some expectation of a re-hiring at a subsequent date. But at the time of layoff there is a termination of such an essential term of the contract of employment as is likely to amount to negation of the employer-employee relationship. If this is so, an employer can justify a disciplinary layoff only if he has justification to discharge. Suspension has been regarded as dismissal mitigated at the discretion of the employer by a promise to re-employ.

The common law may be subject to variation by a specific clause in the collective agreement or by a custom in the industry sufficiently well recognized that it can be said to be a term of employment.

### Remedial Powers of the Arbitrator

The jurisdiction of an arbitration board to award damages must be found in the language used by the parties as an expression of their intention. In addition, in Ontario the arbitration board has a duty to assess and award compensation for the violation of the collective agreement.

In a number of arbitrations reinstatement has been ordered, even though in a good many instances the employee may ultimately have taken employment elsewhere. Not infrequently arbitration awards consist of nothing more than a declaration of rights, which may be sufficient to settle the difference between the parties. In appropriate cases claims based on such declarations may be pursued in arbitration or in the courts.

An arbitrator does not have power to compromise the rights of the parties unless such power is conferred on him. Presumably to provide a basis for a quality of justice that would not otherwise be available, some collective agreements, notably in Ontario, give the arbitrator power of discretion to reduce a dismissal to a disciplinary suspension, or to temper the severity of disciplinary action that falls short of dismissal. These clauses clearly modify the

common law, inasmuch as they recognize a punitive power in the employer and a power to compromise in the arbitrator. They create a special challenge to the arbitration process, for through these clauses may arise issues not before exposed to adjudication. For instance, by what standard or standards does one determine whether a dismissal should be reduced to suspension; what rights or privileges should be suspended; and for what duration? How does one determine whether a disciplinary suspension should be tempered, and by whose standard of mercy? On whom should rest the burden of proof?

There is in a real sense a new labour jurisprudence emerging from these awards; for arbitrators, faced with issues that could not arise in common law, are obliged to enunciate principles, policies, concepts, standards and rules for which there is no precedent in any realistic sense in the law. The parties may, through the collective agreement, make their own law in the important fields of disciplinary powers and remedies available to an employee who is wrongly dismissed.

### Time Limits

The time taken to dispose of grievances can vary significantly. Limitation periods are becoming more prevalent, not only in requiring the arbitration board to make its award within a given period of time from the date of its constitution, but in requiring the employee or other aggrieved person to process the grievance within a given time from the occurrence of the event or his knowledge of the event.

### Arbitration Acts

The provincial Arbitration Acts apply to labour arbitrations arising under collective agreements negotiated pursuant to the labour codes of Canada, Alberta, British Columbia, Newfoundland, New Brunswick, Nova Scotia and probably Prince Edward Island. In Saskatchewan, the parties may agree to refer disputes to the Saskatchewan Labour Relations Board. In Ontario, the Arbitrations Act is in effect repealed in respect of arbitrations arising under collective agreements. In Manitoba, matters rest on the common law.

In Saskatchewan, Manitoba and Ontario, however, as in the other common law provinces, the respective Arbitration Acts are applicable to arbitrations under collective agreements negotiated pursuant to the federal Industrial Relations and Disputes Investigations Act. The Arbitration Acts relate mainly to the procedure of arbitration.



## Formation of the Arbitration Board

A wide discretion to shape their own grievance machinery is conferred on the parties under the Labour Relations Acts. Where the machinery of grievance itself has been exhausted, the actual appointments to the arbitration board may be made. The procedure depends on the language of the arbitration clause in the collective agreement.

However, recourse may be made to the Arbitration Acts to perfect the constitution of the board. The advantage of the nominees' agreeing to the selection of the chairman is the advantage of maintaining the concept that the board is a creature of the parties. Where the chairman is imposed on the parties, an arm's length atmosphere is more likely to prevail.

## Procedure Prior to the Hearing

The Arbitration Acts contain a number of provisions relating to the preliminary stages of arbitration. The arbitration clauses of most collective agreements probably fall within the definition of "submission," that is, "a written agreement to submit present or future differences to arbitration, whether an arbitrator is named therein or not." The submission is irrevocable, and has the same effect as if it were an order of the Supreme Court.

Under the Arbitration Acts a court may stay legal proceedings commenced by a party to a submission if the court is satisfied that there is no sufficient reason why the arbitration procedure should not be followed and the party seeking the stay is ready and willing to pursue arbitration.

## The Preliminary Meeting

Once the arbitration tribunal has been established, the chairman must take steps to bring the case on for hearing. He may at this point find it convenient to hold a preliminary meeting of the board and the representatives of the parties to obtain a common understanding on the establishment of the board's jurisdiction, on the exercise of discretionary powers, and on matters of procedure.

The board might request the parties to submit a joint statement setting out the issue to be decided, and confirming that the board is properly constituted and has jurisdiction to make a final determination of the issue. Since there are no pleadings in arbitration in any formal sense, the joint statement of the issue may go a long way to meeting the function that pleadings perform in civil

suits in setting bounds to the dispute. Filing a copy of the collective agreement may further compensate for a lack of pleadings.

If the collective agreement contains a time limit of a duration that appears unreasonably short, the board may wish to request the parties to waive the clause or extend the time.

The board must, however, be careful not to hear at the preliminary meeting representations as to the merits of the dispute. If there is any danger that this will occur, it is better that the board forgo the opportunity of making any exploration of the case prior to the hearing.

There are other matters on which the preliminary meeting may be used to obtain general consensus, such as whether either party is to be represented by legal counsel, whether there is a possibility of a joint statement of facts, whether there should be a transcript, and where the dispute is to be heard. The preliminary meeting may also be useful for giving formal notice of date and time of hearing, and for determining whether the hearing should be open or closed. It may be wise to hold closed hearings only if both parties agree.

## The Hearing

Procedure at the hearing need not be formal; to the contrary, informality, and the effect it has on the peace of mind of the protagonists and their witnesses, are qualities of arbitration that make it preferable in this aspect of industrial relations to the forum of the courts. But neither of these qualities should be pursued to the point of opening the door to confusion or to apprehension that the case is not being fairly heard.

There are a number of rules basic to court procedure that should be adhered to, because court procedure allows the evidence and arguments to be heard in an orderly manner, and if the parties know what the procedure is to be, they know they will be given adequate opportunity to put in their cases.

Witnesses should not be asked leading questions, which merely impair the value of the evidence. The hearsay rule should be applied for much the same reason.

A similar limitation in good sense applies to evidence of the parties' intent. On the interpretation of a document in a court of law, present statements of past intent are inadmissible, and the rule is a good one for grievance arbitration. If evidence of what the parties intended at the time they signed the collective agreement is confined to admissible evidence of statements and events

connected with the signing, the board's task will be performed as well as the parties have a right to expect.

It must be remembered that the arbitrator cannot change the collective agreement nor make a new agreement for the parties; if he does, the award may be set aside in a court of law for excess of jurisdiction.

Where witnesses are to be called to corroborate evidence, it may be salutary to exclude them from the room until they are called. The evidence is likely to be more cogent.

The board may from time to time be confronted with issues of relevancy of evidence. It is, in balance, better to err on the side of admitting evidence than of excluding it.

On the subject of burden of proof, the proposition that "he who alleges must prove" has basic validity. In dismissal cases, however, the burden is on the employer to show cause for dismissal unless due notice has been given. The right to give notice may be affected by a term of the collective agreement. A special problem may be affected by a term of the collective agreement. A special problem arises where a union alleges that disciplinary action by an employer is too severe. Assuming the board has jurisdiction to modify the penalty, it may be necessary to rule on the question of burden of proof before the order of presentation can be determined. The arbitrators may have to be guided by their own judgment or by such assistance as they may be able to derive from awards in similar cases.

Occasionally a party may seek at the beginning of the hearing to submit a brief. The danger of this practice lies in the fact that the briefs probably contain statements of fact as well as of argument. Unless briefs are prepared with considerable appreciation of the judicial function to which the board is by law committed, they can do more harm than good. Written arguments should be distinguished from the brief. When the case is in, the parties may undertake to submit written arguments on the evidence and on what the parties perceive to be the relevant law. In complicated cases, written argument may be highly advantageous.

A board that is reluctant to handle an issue of law may, unless the submission expresses a contrary intention, avoid the task by stating an award in the form of a special case for the opinion of the court. It is open to either party to obtain an order of the court or judge directing the arbitrator to state a case. There are two kinds of issue that cannot be stated to a court: a point of law which is the substance of a submission; and the question whether the board

has jurisdiction to hear the case. In any event, there is no right to a stated case.

## Deliberations

The private deliberations of the board should be confidential; what occurs there is not the concern even of the parties, for all they may rightly claim from the board is an award.

The convoking of the board to deliberate is again the responsibility of the chairman. It is usually good practice to review the terms of reference in order that the minds of the board members may from the outset be directed to the issue stated by the parties. The members should distinguish between questions of fact and question of law, and should try to handle each kind of question separately. An analysis of the case is not suggested; but the resolution of a hard case may be made easier by examining separately its legal and factual aspects. Analysis further may help to eliminate or reduce potential bias by revealing unrecognized assumptions or premises on which the case may at first blush have been evaluated, and should clarify any points of difference among the members of the board. If there is not to be unanimity, the point of disagreement should then be free from misunderstanding.

It is the responsibility of the chairman to guide the deliberations. There doubtless is no single right or best way to conduct deliberations. But the method can affect what is said; that is why, among other reasons, the proceedings must be kept confidential.

The board is confined to considering the evidence put before it at the hearing. Where new points of relevant fact are voiced or tendered in the deliberations, the case should be re-opened or the points disregarded.

## The Use of Precedent

The usefulness of precedent, like any other argument by analogy, relates directly to the closeness of the analogy. In the changing face of industrial relations, analogies from precedent may be illusory. Precedents, as a consequence, should be used with care and understanding. But they have a legitimate use, and have been referred to by both unions and employers. Arbitrators in Canada have cited both arbitration and court cases.

## The Award

### Remedies

In the course of the deliberations, the board must give consideration to the remedies available to it. The board must stay



within the jurisdiction, and should confine itself to answering the issues submitted by the parties, and to answering all the issues except where they may be stated in the alternative. The declaration of legal rights must not give way to compromise. Jurisdiction to impose punishment should be made clear by the parties, and must not be repugnant to public policy. Generally, unless some limitation is apparent from the collective agreement or the terms of the submission, the board may have the power to award a remedy that flows by implication from the agreement to arbitrate alleged breaches of the agreement.

### Reasons

An award that shows error on its face may be set aside in a court. As a consequence, arbitrators may be tempted to avoid appearance of error by giving an award without reasons. But if arbitration is to serve its function in the satisfactory settlement of industrial disputes, in most cases reasons should be given. Mistakes of arbitrators should be no less capable of rectification than errors of others exercising adjudicatory functions.

### Finality

The Arbitration Acts of most provinces provide that the majority award of a three-man tribunal is the award of the board, unless the parties agree to the contrary. The board has power to correct any clerical mistake or error caused by accident. But that apart, once the award is made, the board is *functus officio*; its duties are over, unless a court refers the case back to the board for further consideration.

It might appear that a dispute is at an end when the arbitrators, or majority of them, state their award to the parties; for enforcement is not the business of the board. This was the case at common law but is not so under the Arbitration Acts. The board may yet have duties to perform; and it may remain for the parties to take steps to enforce, set aside or quash the award. The dispute may also be remitted to the board by a court, either because of some deficiency in the proceedings or in the award, or because of fresh evidence pertinent to the issue.

In the past, courts have been reluctant to review private settlement of private disputes; they seek as a matter of policy to uphold awards of domestic tribunals, unless there is error in law on the face of the award, or

there is a defect in the jurisdiction of the tribunal, or the proceedings have failed to meet the standards of what has come to be called natural justice.

The view that the court should not interfere in private arbitration is based on a number of characteristics of arbitration that do not always apply to labour arbitration. Often labour arbitration is a method of settlement that is either imposed on the parties or is a voluntary choice in name only. Labour arbitration can involve important issues of law, and issues of fact and general interest; and it can influence legal relationships, and, in consequence, the lives of such large numbers of persons that an essential public interest may be seen in the process.

The changing character of labour arbitration and consequent change in the law may be seen in the issue whether an arbitrator has a duty to award a remedy, in the kind of remedy being applied in relation to arbitration awards in the courts of law, and in the procedures by which an award may become subject to judicial review.

### Enforcement

Where the award is valid, the successful party may seek the assistance of the court in enforcing it, either through a monetary remedy or in a declaratory judgment.

### Setting Aside and Quashing the Award

By the Arbitration Acts, a court may set aside an award because of legal misconduct in the arbitrators, because the arbitration was improperly procured, or because the award was improperly procured. Further, the courts have an inherent jurisdiction to set an award aside if there is error in law on its face. In addition to setting an award aside, a court may remit the case to the arbitrators for reconsideration.

An award may also be subject to being quashed by a writ of *certiorari*. The procedure is significant not only because it provides another method of obtaining judicial scrutiny of the award, but because the basis on which a motion for a writ will be allowed is wider than the basis on which a court will set aside an award.

### Setting Aside

An award may be set aside because of breach of natural justice, defect or jurisdiction, or error on the face of the record. Arbitration proceedings are quasi-judicial in character, and must be conducted in accordance with essential principles for the



administration of justice. These principles require that the parties be given a fair hearing; that they have notice of the proceedings, knowledge of the issues, and an opportunity to be heard and to hear and meet any avoidance adverse to their interest.

Before a court will set aside an award on the ground of interest or partiality, there must be a reasoned suspicion in the minds of the parties as to the partiality of the arbitrator. Where it is alleged that the arbitrators exceeded their jurisdiction or proceeded on wrong principles, it is not necessary to show error on the face of the record. Where the alleged error is in refusing to hear evidence, the party tendering the evidence must not wait to see which way the award goes before taking steps to rectify the error, but must act immediately, if it is to act on the point at all.

Error on the face of the record may take a number of forms. The award may be ambiguous, uncertain, or lacking in finality, each of which will justify the setting aside of the award. Where the point of law arises incidentally to the issues submitted to the arbitrators, error will warrant the setting aside of an award. But where the point of law is the very thing referred to the arbitrators, the parties bargained to be bound by the opinion of the arbitrators as to what the law is, and cannot later complain that the opinion is wrong.

### Quashing

As in the case of the order to set aside an arbitration award, *certiorari* to quash may be sought on grounds of breach of natural justice, defect of jurisdiction, and error of law on the face of the record. Although an award will not be set aside, on a motion to set aside, where the error of law goes to the very question submitted to the tribunal, there does not appear to be any such limitation on review by *certiorari*: the award may thus be quashed, whether the error of law on the face of the record is in respect of a point that is collateral to the main issue of arbitration, or whether it is in respect of the main issue itself. Where an arbitration board is a creature of statute, it is subject to the writ of *certiorari*; in other cases it is subject only to a motion to set aside the award.

### Function of Arbitration in Labour Relations

Arbitration as a method of settling grievance disputes is imposed on labour and management by law and by practice. But the view is held, generally, that it is a wise device, as the terminal stage of the

grievance procedure, for settling conflicts that arise during the term of the collective agreement.

As a guarantee against work stoppages it contributes to stability in the productive process, and at the same time provides a safety valve for giving release to unresolved antagonisms. It is not a substitute for strikes and lockouts, for these courses of action are preserved under the Labour Relations Acts. It is an adjunct of the continuing process of collective bargaining, and brings a special kind of industrial law to the administration of the collective agreement.

In fact the parties are obliged to yield relatively little power to the arbitrator. Through the collective agreement, the parties hold, potentially and in practice, a wide measure of control over the vitals of arbitration: the power of declaration of substantive rights and obligations, the determination of remedies that may flow from a breach of the collective agreement, the jurisdiction accorded to the arbitration tribunal, and the procedure by which it functions. In result, the arbitrator is not a principal in matters of industrial conflict; it is not for him to tamper in the parties' affairs nor to crusade in a cause that is not their own.

The small number of total grievances that go the distance to arbitration—it is estimated at something less than one per cent—is evidence that responsibility for the settlement of disputes continues to reside where it rightly belongs: in the parties. The validity of the system is supported by the general attitude of considered acceptance demonstrated by responsible representatives of both labour and management. From time to time arbitration awards are the subject of consideration in collective bargaining negotiations. That is as it should be, for negotiation is the final practical court of appeal for matters of industrial conflict. But the fact that the attitude of the parties to awards is one of acceptance, for the time being at least—not because it is required, but because it is considered fit—speaks well for the operation of arbitration in this restricted field.

Arbitration is a solemn process. It is not a game to be won or lost by manipulation of the rules. Nor is it a legalistic technique operating on a plane divorced from human values and aspirations. It is a dynamic process in a dynamic context. It cannot eliminate conflict. But it can help to contain conflict; and it can play an influential role in the development of an emerging and as yet inchoate twentieth century industrial jurisprudence.

# Labour Relations Legislation in 1961

Six provincial Legislatures adopt amendments to legislation affecting relations between employers and employees, British Columbia and Quebec making the most extensive changes. Parliament enacts law to deal with threatened rail strike

During the 1960-61 sessions six provinces adopted amendments to laws affecting relations between employers and employees, the most extensive changes being in British Columbia and Quebec. During the same period Parliament passed legislation to deal with a threatened railway strike.

Amendments to the British Columbia Labour Relations Act prohibited unions from making political contributions from union funds, required unions to make copies of audited financial statements available annually to members, authorized the Minister of Labour to take a settlement vote, and made changes in the provisions dealing with the investigation of unfair labour practice charges, certification and conciliation.

In Quebec, the Labour Relations Act was amended to introduce speedier conciliation procedures, to provide for final and binding arbitration of grievances arising out of a collective agreement and to ensure that a union's certification and collective agreement remain valid when a business changes hands. An amendment to the Collective Agreement Act permits a provision in a collective agreement in the construction industry banning strikes, lockouts, slowdowns or picketing to be extended by government decree throughout a specified region.

In New Brunswick the provision whereby a municipality could, by resolution, exclude itself and its employees from the Labour Relations Act was repealed.

An amendment to the Prince Edward Island Trade Union Act prohibits members of the police force of any city, town or incorporated village, or full-time employees of any fire department, from engaging in a strike or work stoppage.

In Manitoba, the Department of Labour Act was amended to enable the Manitoba Labour Board to sit in panels and to give it authority to take a vote whenever it deems it necessary to ascertain the views of employees.

An amendment to the Saskatchewan Trade Union Act dealt with grievances that may arise between the time a union becomes the representative of the employees and the time of signing of the first agreement, and between the expiration of an agreement and its renewal or revision.

## FEDERAL

The Railway Operation Continuation Act was introduced after the non-operating railway unions refused a government request to postpone a threatened strike until May 15, 1961, at which time the Government expected to have the report of the royal commission on transportation.

The Act extended existing collective agreements until May 15, 1961; ordered the resumption of any railway operations that had been discontinued because of the strike, and directed union officials to notify their members immediately that strike action had been suspended. It also ordered the immediate reinstatement of all employees who had been laid off or discharged since November 1 by reason of a curtailment or discontinuance of any operations due to the threatened strike, and set out guarantees that, on the expiry date of the legislation, the rights and privileges of both companies and unions under the Industrial Relations and Disputes Investigation Act would be preserved.

The Act further provided that the legislation would expire on May 15, 1961, or on the day that new collective agreements were concluded, whichever was earlier. In May the railways and the non-operating unions signed a new agreement (L.G., June, p. 540).

## BRITISH COLUMBIA

### Unfair Labour Practices

The 1961 amendments to the British Columbia Labour Relations Act made a number of changes in the method of handling unfair labour practice complaints.

Now, a two-stage investigation procedure is provided. Complaints are to be filed with the Registrar of the Labour Relations Board, who may appoint an officer of the Department of Labour to inquire into the matter and try to effect a settlement. If the matter is not resolved, the Board, as before, may make an inquiry, and, if it finds the complaint a valid one, may issue an order directing the offender to cease doing the act complained of and to rectify it.

The amended Act specifically states that the Board's order may include a direction

to pay an employee who has been discharged for union activity a sum equal to the wages lost by reason of the discharge. Previously, failure to comply with such an order was a violation of the Act and the offender was liable to a prosecution.

Under the amended Act, also, an enforcement procedure similar to that in effect in Ontario and Saskatchewan has been adopted. If the Board's order is not complied with within 14 days from the date of the order (or from the date set in the order for compliance, whichever is later) and the employer, trade union or other person affected by the order so notifies the Board, the latter must file a copy of the order in the office of the Registrar of the Supreme Court. The order then becomes enforceable as an order of that Court.

The alternative enforcement procedure of prosecution of a person who has committed an unfair labour practice remains in effect. If a magistrate finds an employer guilty of discharging an employee for trade union activity, he must, in addition to any other penalty imposed, order the employer to reinstate the employee and to pay him back wages.

Another new provision gives the Board discretionary power to reject at any time a complaint that it believes is without merit. Previously, the Board was required to hold a hearing in all cases.

### **Certification**

A number of changes were made in the certification provisions. One new provision permits a non-certified trade union that is a party to a collective agreement to apply for certification at any time with respect to employees covered by the agreement.

The requirements for certification of a multiple-employer unit were changed and now conform with those in the federal Act and a number of other provincial Acts. The Board may grant certification if all the employers involved agree to have one trade union bargain for the unit and a majority of the employees of each employer are members in good standing of the petitioning trade union. Previously, certification could be granted if a majority of the employers had agreed and a majority of the employees of each employer had consented to representation by the applicant union.

A new provision expressly states that the Board must refuse certification if it is satisfied that a trade union has falsely represented membership in good standing.

Another amendment similar to a provision adopted in Ontario last year stipulates that the Board may not certify a union that

discriminates, contrary to the British Columbia Fair Employment Practices Act, on grounds of race, religion, colour, ancestry or place of origin. It further provides that an agreement entered into by a union which so discriminates is not deemed to be a collective agreement under the Act.

As before, the Board is required to take a representation vote whenever it doubts that a majority of the employees in a unit were, at the time of the application, members in good standing of the petitioning union. The amended Act also gives the Board discretionary power to order a vote where there is doubt that a majority of the employees wish to be represented by the applicant union, even if it is satisfied that the membership requirement has been met.

The provision authorizing the Board to make whatever investigations it deemed necessary in decertification cases has been amended by the addition of a new clause expressly empowering the Board to take a vote.

Another new provision states that if a union is decertified, any collective agreement between it and the employer or employers of the employees in the unit concerned is void.

### **Dispute Settlement**

The section requiring a collective agreement to include a provision for the final settlement of disputes arising out of an agreement was amended to state that the settlement provision is to cover a question as to whether a matter is arbitrable.

Another amendment authorized the Board, if it considers a question arbitrable, to appoint a member of an arbitration board if one party fails to do so within five days after receipt of written notice that the other party has appointed its member. If the appointed members fail to agree on a chairman within five days from the date of the last appointment, the Minister may appoint one.

An amendment to the conciliation provisions was designed to encourage the parties to reach an agreement without going through the two-stage conciliation procedure. If a conciliation officer is unable to effect a settlement, and, without making recommendations respecting the matters in dispute, recommends against the appointment of a conciliation board, the Minister may now notify the parties that a conciliation board will not be appointed. If such a notice is sent, a strike vote or a lockout vote may then be taken or the parties may continue to bargain themselves.



Referring to this amendment, the Minister of Labour commented: "Where collective bargaining is carried on by representatives of powerful groups, the parties do not always seriously bargain in good faith until all of the procedures under the Act have been exhausted." The new provision, which permits the conciliation board stage to be eliminated, would enable the parties to continue to use the services of a conciliation officer to try and effect a settlement, the Minister said.

The two other choices previously available remain. The Minister may, as before, decide to appoint a conciliation board or, if the conciliation officer recommends against the appointment of a board, he may treat the conciliation officer's recommendations as the report of a conciliation board.

The section requiring the parties to a dispute to accept or reject a conciliation officer's recommendations or the report of a conciliation board within 18 days after copies were mailed to the parties was amended to permit the parties to reconsider their decisions provided they do so within the prescribed 18-day period.

### Check-Off

Significant changes were made in the check-off provisions. Since 1947, employers have been required to honour a written assignment of wages to a certified trade union. Under the amended Act the right to check-off is maintained but new restrictions are imposed. A trade union is now expressly forbidden to contribute directly or indirectly to or to expend on behalf of, any political party or on behalf of any candidate for political office any moneys deducted from an employee's wages under a check-off provision or a collective agreement or paid as a condition of membership in the trade union. It is not illegal, however, for a union to pay a union officer while seeking election or upon being elected to public office.

During the debate the Minister stated: "In a democracy it is basic that each individual must be allowed to support the political party or candidate of his choice. Contrariwise it is just as basic that an individual should not be compelled to support financially or otherwise any political party or candidate not of his choosing."

The Minister also said that the section prohibiting use of union dues for political purposes was not intended to discredit any political ideology or to suggest any party is not entitled to financial support, adding: "It is intended, however, to protect the right of every individual to support the political party and candidate of his choice."

Under the amended Act, an employer is not permitted to make deductions from an employee's wages on behalf of a union unless the union delivers to the employer a statutory declaration made by a duly authorized officer that the union is complying with and will continue to comply with the prohibition on use of union funds for political purposes during the term of the assignment or during the term of the collective agreement. If the required statutory declaration is not filed, any money deducted from an employee's wages and paid to the trade union are considered to be the property of the employee and the trade union is liable to the employee for any deductions made.

The validity of this section prohibiting the use of union dues for political purposes was upheld by the British Columbia Supreme Court in August.

The amended Act also prohibits a trade union or any person acting on behalf of a trade union from refusing membership to or expelling from membership any person because he refuses to make a contribution to or on behalf of a political party or a candidate for political office. It also forbids any person to discriminate against anyone in regard to membership in a union or in regard to employment on these grounds.

Similarly, an employer or any person acting on his behalf must not refuse to employ or to continue to employ or discriminate against any person in regard to employment simply because he refuses to make a political contribution.

### Financial Statements

Another new provision requires unions to make copies of audited financial statements available to union members before June 1 each year. The statement must be signed by the president and treasurer or corresponding principal officers and must contain sufficient information to disclose accurately the financial condition and operations of the union for the preceding fiscal year. No charge may be made for this service.

If a union member complains that a union has failed to make an annual accounting, the Board may order the union to file, within a stated time, a statement on a prescribed form giving the particulars specified. It may also require the union to furnish a copy to such members as the Board may direct.

Dealing with the question of union financial statements, the Minister said:

No organization collecting money from its members can have any legitimate complaint concerning the new requirement.

It is to the union's advantage to satisfy its members that with so much money at its disposal the union is not guilty of any corrupt financial practices and that its monetary transactions are all open for their inspection.

These comments do not infer that such corruption does exist in local unions. On the contrary, if any does exist it is not known to me and we in this province are fortunately free of that evil exposed in the U.S.

### Other Provisions

Two 1954 amendments that had aroused strong criticism from unions were repealed. One had permitted the Minister to ask a Judge of the Supreme Court of British Columbia to decide the legality of a strike or lockout. The other had enabled a Judge, if he found a strike illegal, to nullify a collective agreement, cancel a union's certification or its check-off rights or impose all three penalties.

A new section, similar to a provision in effect in the province before 1954, was added. Designed to encourage the early settlement of strikes and lockouts, it provides that the Minister may direct that a settlement offer made by either party during a strike or lockout may be put to a vote of the employers or employees affected and may make whatever voting arrangements he considers proper.

Commenting on this section the Minister said: "It is of the utmost importance for the economy of the province and the welfare of all citizens that a lockout or strike be ended as quickly as possible. It is in the public interest that every legitimate means should be available to bring these unfortunate occurrences to a speedy conclusion."

Another new provision states that an employer must in all cases give the trade union 48 hours written notice of a lockout. Previously this rule applied only where there was a pre-lockout vote (that is, where more than one employer was engaged in the same dispute).

The section setting out the powers of the Board was amended to give it express authority to decide whether a person is included in or excluded from a unit. Another amendment made it clear that the Board's power to vary or cancel any of its decisions or orders includes the right to vary or cancel the certification of a trade union.

A further amendment excluded teachers from the coverage of the Act because the Public Schools Act deals with the settlement of disputes between teachers and school boards.

## QUEBEC

### Labour Relations Act

The major changes in the Quebec Labour Relations Act dealt with conciliation procedures and were designed to reduce delays. One change is that a request for conciliation services must now be sent directly to the Minister of Labour instead of being channelled through the Labour Relations Board as formerly.

The normal time for a conciliation officer to work with the parties and try to effect a settlement remains 14 days but the time limit may now be extended with the written consent of both parties. As before, if the conciliation officer is unable to resolve a contract dispute, the Minister must appoint a council of arbitration (which corresponds to the conciliation board in other provinces).

A new provision, which went into force on August 1, stipulates that a council of arbitration must report within 45 days following the date of the conciliation officer's report. Previously, no time limit was set in the Labour Relations Act but procedures of councils of arbitration were governed by the Quebec Trade Disputes Act, which states that a council of arbitration must report within three months from the date of the appointment of the chairman unless the Minister grants an extension. In practice this meant that the procedure usually extended beyond three months.

Another new feature is that, unless the parties agree in advance to abide by its decision, a council of arbitration will no longer make recommendations but will merely advise the Minister whether or not the dispute has been settled. Previously, recommendations were always issued and made public.

New provisions which went into force August 1 now permit a strike or lockout to take place 14 days after a council of arbitration has reported that a dispute still exists or 75 days after receipt of the original request for conciliation services (90 days after the notice in the case of a first agreement). Formerly a strike or lockout was prohibited until 14 days after the Minister received the report of the council of arbitration. As a result there were sometimes delays of a year or more.

Employers were previously prohibited from altering terms of employment during the period of negotiation and conciliation without the consent of the employees. Under the amended Act, an employer is prohibited from changing employment conditions from

the time a union applies for certification until the time a strike or lockout may legally take place, except to carry out a collective agreement with a recognized bargaining agent of the employees affected or with the written consent of the union.

During this period also a union is prohibited from enjoining or advising its members to refuse to work for the employer under the same terms as formerly.

Two significant new provisions relate to grievances arising out of a collective agreement. One prohibits strikes or lockouts under any circumstances during the term of a collective agreement. Another stipulates that all grievances resulting from the interpretation or application of a collective agreement must be submitted to arbitration in the manner provided in the agreement or in accordance with the Quebec Trade Disputes Act. (Under the latter, a council of arbitration is composed of a member nominated and paid by each of the parties and a chairman agreed on by the two members or selected by the Minister and in either case paid out of public funds). The amended Act further provides that in either case paid out of public funds). The parties, and that the report of the chairman constitutes the award if a majority is lacking.

Previously, there was no absolute prohibition of strikes or lockouts during the term of an agreement, the Act merely providing that a strike or lockout could not take place until the dispute had been referred to arbitration and 14 days had elapsed since the arbitrator's award. Neither were parties compelled by law to accept the arbitration award because, under the Quebec Trade Disputes Act, arbitration awards are recommendations only and may be rejected unless the parties agree beforehand to abide by the decision. In practice, however, most collective agreements did provide for binding arbitration of grievances.

A new provision similar to one adopted in the four western provinces and in Newfoundland provides for the maintenance of certification and the continuance of a collective agreement when a business is sold or transferred. It states that, except in the case of a judicial sale, a certification or a collective agreement will not be invalidated if all or part of the operations of an undertaking are taken over by another person.

It further provides that, notwithstanding the division, amalgamation or changed legal structure of the undertaking, the new employer is bound by the certificate or collective agreement as if he were named therein and becomes *ipso facto* a party to any proceeding relating thereto in place of the

former employer. It also authorizes the Labour Relations Board to issue whatever order it deems necessary to record the transfer of rights and obligations and to settle any differences arising out of the application of this provision.

The amended Act also provides for the appointment of a second vice-chairman of the Labour Relations Board, thus enabling the Board to sit in three panels simultaneously.

Another new provision specifies that the decisions of the Board (except decisions on applications for leave to prosecute) must state the reasons for decision, and must be communicated to the parties and kept in a record office accessible to the public.

An amendment to the section dealing with the negotiation of agreements provides that a notice of a desire to bargain for the renewal of a collective agreement may be given within the 60 days preceding the expiration of the agreement.

### **Collective Agreement Act**

The Collective Agreement Act provides for the extension, by government decree, of provisions in a collective agreement relating to wages, hours, apprenticeship, vacation with pay, family allowances and the classification of employees to all employers and employees in the industry or occupation or in a stated region. The Act was amended by new provisions respecting collective agreements in the construction industry.

During the debate on the Bill the Minister of Labour said the measure was requested by the Builders' Exchange, representing Montreal construction companies and two unions, the Building Service Employees' International Union (CLC) and the Federation of Building Workers of Canada (CNTU).

One amendment states that a provision in a collective agreement in the construction industry prohibiting strikes, lockouts, slow-downs or picketing may be made legally binding on all employers and employees covered by the decree. If a decree containing such a provision is issued, any person who contravenes the provision is guilty of an offence and liable to a fine of up to \$100 and costs for the first offence and up to \$1,000 and costs for each subsequent offence during a 12-month period.

The amended Act further provides that, if a no-strike clause is extended, the employers and employees covered by the decree will not be subject to the collective bargaining, certification and conciliation



sections of the Labour Relations Act (Sections 4 to 17, inclusive) for the duration of the decree. This means that, while a decree containing a no-strike clause is in force, no group subject to such a decree will be obliged to negotiate individual collective agreements during the lifetime of the decree. Previously, the fact that an employer was subject to a decree did not affect his obligations or the rights of his employees or their bargaining agents under the Labour Relations Act. Although it was mandatory for every employer to observe the standards laid down in the decree, there was nothing to prevent the negotiation of a collective agreement providing for higher wage rates and shorter hours than those specified in the decree.

The amendment could have a substantial effect on bargaining practices in the construction industry since decrees under the Act cover a large proportion of the industry in the province.

Another amendment provides that, in any district where a no-strike clause has been put into effect and where there is an apprenticeship commission for the construction trades, the parity committee, with the approval of the Lieutenant-Governor in Council, may issue regulations requiring employees to obtain periodically a certificate of control and to pay a monthly fee not exceeding the hourly wage fixed by the decree for their category. After the costs of administration have been deducted, the remaining amounts are to be paid to the apprenticeship commission. The committee is empowered to grant such exemptions as it deems proper. The purpose of the certificate of control is to enable the parity committee to check to see that the provisions respecting apprenticeship and occupational competency are being observed.

#### **Municipal Employees**

The Act respecting municipal and school corporations and their employees, which requires disputes between municipal and school corporations and their employees to be submitted to arbitration, was amended to provide for the removal and replacement of certain arbitrators.

Under the amended Act, the Minister of Labour, at the request of an authorized association of municipal employees, may remove the trade union arbitrator and replace him by a person recommended by the association. An amendment to the Bill introduced in the Legislative Council and accepted by the Assembly also permits the Minister to replace an arbitrator upon the request of a municipal corporation.

In such cases, the arbitrator will be allowed to remain in office long enough to dispose of cases already before him.

#### **MANITOBA**

In Manitoba, amendments to the Department of Labour Act enable the Manitoba Labour Board to sit in panels. Provision was made for the appointment of vice-chairmen, one of whom may be designated senior vice-chairman. Another new provision states that the Minister of Labour, after consultation with the chairman of the Board, may decide when the Board is to sit in panels. Another amendment reduced the quorum of the Board to three, one member representing the views of employees, one employers' representative and a chairman or vice-chairman.

Another amendment to the Act gave the Manitoba Labour Board express authority to take a vote of employees not only with respect to labour disputes but with respect to other matters under the jurisdiction of the Minister of Labour. During the debate on the Bill, the Minister said that the Board's right to take a vote had been called into question as a result of a decertification issue at Brandon Packers. In this case a Manitoba court ruled that the Board had no right to call a vote on union affiliation among plant employees and disallowed the Board's decision.

"We think it is rather important that the Board have this right," the Minister said. Accordingly, the Act was amended to give the Board authority to examine records or make other inquiries, including the holding of a hearing or the taking of a vote, whenever it deems it necessary to ascertain the views or preferences of employees.

#### **NEW BRUNSWICK**

Two changes were made in the coverage of the New Brunswick Labour Relations Act. One amendment repealed the provision permitting a municipality to pass a resolution removing its employees from the scope of the Act. Ontario is now the only province where municipal employees may be excluded from the labour relations legislation by municipal by-laws.

Another New Brunswick amendment excluded dietitians, nurses and teachers from the definition of "employee". Members of the dental, architectural, medical and engineering professions had been previously excluded.

The section setting out requirements for certification was reworded to make it clear that appropriateness of a unit and union membership of employees are to be determined as of the date of the application.

Some changes were introduced in the decertification provisions. Under the amended Act the Labour Relations Board is authorized to revoke a certification if satisfied that, on a date fixed by the Board, a unit no longer represents a majority of the employees in a unit. It is also given express authority to consider a duly signed application submitted by an employee or several employees, to examine records or make other inquiries, to hold a hearing or to take a vote and to prescribe the nature of the evidence.

Another amendment similar to one adopted in Manitoba in 1959 permits a prosecution for an offence under the Act to be brought *by* or *against* a trade union or an employers' organization. Previously, a prosecution could be instituted only against such organizations.

### PRINCE EDWARD ISLAND

An amendment to the Prince Edward Island Trade Union Act expressly provides that a member of the police force of a city, town or incorporated village or a full-time employee of any fire department may not strike or engage in a work stoppage.

A provision adopted in 1948 prohibiting a closed shop contract was amended to change the definition of a closed shop contract. The term now means a clause in a collective bargaining agreement whereby the employer agrees to *hire* (previously to *employ*) only trade union members.

The section that sets out the conditions under which employers are required to check off union dues was amended. Now, if the other conditions are met, union dues or fees must be deducted from wages if a majority of employees in a unit vote in favour of the check-off, whereas previously the check-off was required only if a majority of employees in the industry voted in favour of such deductions.

### SASKATCHEWAN

The Saskatchewan Trade Union Act was amended to deal with grievances that may arise between the time a union first becomes

the representative of the majority of employees in a unit and the time of signing of a first agreement, and between the time of the termination of the agreement and its renewal or revision. An employer is now required to negotiate with a union with respect to grievances that may arise during these periods and to pay union representatives (shop stewards) for time spent during working hours for the settlement of such grievances.

Some changes were made also in the section setting out the powers of the Labour Relations Board to clarify the Board's power to rescind or amend its orders or decisions. Now, if a collective agreement is in effect, the Board may not amend any order determining whether a unit is appropriate for bargaining or whether a trade union represents a majority of employees in a unit or one requiring an employer to bargain collectively unless both the employer and the trade union agree to the amendment or the amendment is necessary to clarify or correct the original order. Where no collective agreement exists, the Board may rescind or amend any such order even though court proceedings are pending.

The Board, as before, may rescind or amend any order dealing with an unfair labour practice charge or other violation of the Act or determining whether a labour organization is company dominated.

Another amendment designed to speed up procedures authorized the Board to make minor corrections in applications. The Board may correct any errors in names and may include a person or trade union not previously named that it thinks ought to be a party to any proceedings before it. It may also strike out the name of a trade union or person improperly made a party to a proceeding and substitute the name of the party or union that it thinks ought to be included.

Another amendment provides that every member or alternate member of the Board must take an oath of office.

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## New Year Messages *(Continued from page 1263)*

As a part of a service organization, the employees welcome any opportunity to participate in supplying service.

It is difficult to be optimistic about the prospects of the world but surely the world has been able to produce enough men of vision, occupying positions of power, that

we may hope that they will find peaceful solutions of the vast problems that now confront us.

It is with that hope that I wish to extend to all of you and yours a sincere wish that you may have a peaceful, happy and prosperous 1962.

# Safety and Health Legislation in 1961

At this year's sessions, seven provincial Legislatures enact laws dealing with some aspect of industrial safety or health. Two provinces adopt new types of safety laws, relating to elevating devices in construction, radiation hazards

During the 1961 sessions of the Legislatures seven provinces enacted legislation dealing with some aspect of industrial safety or health.

New types of safety laws were adopted in two provinces. Ontario passed the Construction Hoists Act, 1960-61, which provides for provincial licensing and inspection of elevating devices used in the construction industry. Saskatchewan enacted the Radiological Health Act, 1961, which is designed to protect radiation workers as well as the general public against radiation hazards.

Existing legislation was amended in several provinces to provide for more provincial control of conditions or equipment that present a health or safety hazard to workers or the general public. The New Brunswick Stationery Engineers Act was amended to provide for the regulation of pressure vessels used in storing compressed gas. In Newfoundland, amendments to the Logging Camps Act permit the Government to make regulations providing for the licensing of logging camps. As a result of an amendment to the Manitoba Fires Prevention Act, only approved portable fire extinguishers may be sold in that province. In Ontario, amendments to the Energy Act provided for the registration of persons who inspect, install or service gas appliances.

Minor amendments were made also to the Nova Scotia Engine Operators Act, the Newfoundland Regulations of Mines Act, the Nova Scotia Elevators and Lifts Act, the British Columbia Industrial Transportation Act and the Saskatchewan Electrical Inspection and Licensing Act.

## Construction Hoists

The Ontario Construction Hoists Act, 1960-61, which will be brought into force by proclamation, is the first provincial statute dealing entirely with the safe operation of construction hoists. Some regulation of elevating devices used in construction is carried on in some jurisdictions under other legislation, however. In Alberta, for example, if such hoists are used for transporting materials only, they must meet the requirements of the regulations issued by the Workmen's Compensation Board, and if used to carry passengers they must be

licensed under the Factories Act. In Manitoba, standards for swinging stages are set out in the regulations under the Building Trades Protection Act.

The Ontario Construction Hoists Act covers all hoists used in the construction, alteration, maintenance or demolition of buildings for hoisting and lowering men or materials and which are equipped with a car that moves in guides during its vertical movement. The Act does not apply, however, to any elevator or lift under the Elevators and Lifts Act, a hoist under the Mines Act, a hoist used exclusively for agricultural purposes, a feeding machine or similar type of material handling device other than a skip hoist, or any class of construction hoist excluded by the regulations.

After the Act comes into force, work on a new construction hoist or a major alteration of an existing hoist may not be commenced until drawings and specifications have been approved by an engineer of the Department of Labour. After plans have been approved and the hoist installed at least once previously, however, the Department's engineer may reduce the number of drawings and specifications required to be submitted for approval on further re-installations.

The Act further provides that no new construction hoist or existing hoist that has undergone extensive alterations may be put into operation unless it has been inspected. Afterwards, all construction hoists must be inspected every six months.

After the Act is proclaimed in force, no user of a construction hoist may permit it to be operated without a licence from the chief inspector. A licence will be valid only for 12 months from date of issue unless suspended or cancelled or unless the location of the hoist is changed.

As an aid to enforcement, the Act provides for co-operative arrangements between municipal authorities and the Department. In the absence of a departmental inspector, a municipal building inspector may inspect a construction hoist and, if he finds conditions unsatisfactory, may send the user a written notice directing him to do or to refrain from doing whatever the inspector considers necessary to ensure compliance



with the legislation. He may also require the user to make sure that no person uses, enters or approaches a construction hoist that is in an unsafe condition except for the purpose of making necessary repairs.

Orders of municipal inspectors will be subject to review by the Department, however. As soon as a directive is issued and again after he has determined that his order has been complied with, the municipal inspector must notify the chief inspector. A provincial inspector may then modify or cancel the order of the municipal inspector or he may issue another order.

Any person who considers himself aggrieved by a directive of a provincial or municipal inspector or because a licence has been refused, suspended or cancelled may appeal to the Minister of Labour, whose decision is final.

The Act lays down a number of rules regarding the operation of construction hoists. No person may operate a construction hoist or permit it to be operated with a load in excess of its maximum capacity as designated in the licence. Where a construction hoist has a driving unit that is not directly controlled by a device installed in the car or at each landing of the hoistway and the hoist is used to raise or lower persons, the operator must hold a certificate of qualification to operate a hoisting plant under the Operating Engineers Act. Provision is also made in the Act for the issuance of regulations providing for hoist attendants and prescribing their qualifications and duties.

The Act makes it mandatory for the user to report accidents in connection with a construction hoist. If a construction hoist falls freely or if any person is injured, the user must send the chief inspector full particulars within 24 hours. Where an accident results in the death of any person or in injuries that may be fatal, the chief inspector must be notified immediately by telephone or telegraph and no person may interfere with any wreckage, except to save life or relieve suffering, until an inspector has given permission to do so. On being notified of an accident, the chief inspector must institute an investigation.

Penalties are provided for contraventions of the Act, the regulations or an order. Any person found guilty of such an offence is liable to a fine of up to \$1,000 for each day the offence continues.

Among other powers, the Lieutenant-Governor in Council is authorized to make regulations prescribing the qualifications of inspectors and defining their duties; regulating the use, location, design, construction,

installation, operation, maintenance, ventilation, drainage, lighting, heating, alteration, repair, testing and inspection of construction hoists and equipment connected thereto; and designating the sections of the Canadian Standards Association *Safety Code for Elevators, Dumbwaiters and Escalators* (1960 edition) to be used by engineers of the Department and inspectors in carrying out their duties.

#### Other Amendments Relating to Lifting Devices

An amendment to the Nova Scotia Elevators and Lifts Act requires elevator inspectors, when inspecting new installations, to apply the latest (1960) edition of the Canadian Standards Association *Safety Code for Elevators, Dumbwaiters and Escalators* instead of the 1938 edition previously used.

In Ontario, the sections of the Municipal Act giving municipalities authority to pass by-laws regulating elevators, lifts and construction hoists were deleted because these lifting devices are now subject to provincial control under the Elevators and Lifts Act and the Construction Hoists Act, 1960-61.

#### Radiation

The Saskatchewan Radiological Health Act, 1961, which will be brought into force by proclamation, is the first special provincial statute governing radiation installations and equipment. Five provinces have made provision for radiation hazard control in other legislation, however.

In 1957, the Ontario Department of Labour Act was amended to permit the making of regulations to protect persons from the effects of ionizing radiation used in industry and commerce. The Manitoba Employment Standards Act of 1957 authorized the making of regulations governing industries that use radioactive substances. In 1960, an amendment to the Quebec Public Health Act authorized the Lieutenant-Governor in Council to regulate the sanitary conditions of any establishments where substances and apparatus emitting ionizing radiation are used. A 1960 amendment to the Nova Scotia Public Health Act empowered the Minister of Public Health to appoint radiation hazard inspectors and prohibited the operation of any shoe-fitting device that used fluoroscopic, X-ray or radiation principles. In 1961, the British Columbia Health Act was amended to permit the issuance of regulations providing for the control of radiation sources and radiation hazards. No provincial regulations have been issued to date.

The Saskatchewan Radiological Health Act, which is to be administered by the Department of Public Health, embodies some of the recommendations made by the Radiological Health Committee in its report on X-ray equipment in Saskatchewan. This Committee, which consisted of a radio-therapist, a radiologist, a physicist and a radiographer, with the Director of the Occupational Health Branch of the Saskatchewan Department of Public Health as chairman, was established to assess the radiation hazard associated with exposure to X-rays and gamma rays from radium and to recommend any measures necessary for its control. The Committee began a survey of a representative sample of X-ray equipment in Saskatchewan, including those used in offices of radiologists, doctors, dentists and chiropractors, and in animal hospitals and shoe stores. Surveying teams measured radiation doses under standard conditions, examined operators' techniques and other safety measures.

In its report the Committee stated that, although the situation was not alarming, "the findings did disclose conditions that indicate need for more attention to radiation hazard control." Among other suggestions, the Committee recommended that all X-ray installations be required to be registered annually, that only properly qualified persons be permitted to operate X-ray apparatus, that pre-employment examinations of persons occupationally exposed to radiation be required, that the use of shoe-fitting fluoroscopes be banned, and that a radiation protection service be established and a continuing advisory committee set up to assist a radiological health service program.

The Cabinet accepted in principle the recommendations of the Committee, which then drafted regulations implementing its suggestions and submitted them to various provincial organizations for comment.

As previously indicated, the Radiological Health Act, 1961, implements some of the Committee's recommendations. It provides for the registration of radiation installations and radiation equipment; prohibits the establishment of radiation installations for industrial purposes without departmental approval of plans; lays down qualifications for operators; restricts the use of shoe-fitting fluoroscopes; prohibits the employment of certain persons as occupational workers and provides for the establishment of a Radiological Health Committee and for the appointment of an advisory staff.

## Coverage

The Radiological Health Act covers any device capable of emitting ionizing radiation except: equipment operated at less than 15 kilovolts and not designed principally to produce useful radiation; (except in relation to the repair and servicing thereof) equipment operated normally at 15 kilovolts or more but designed so that it does not, beyond any point up to which persons usually approach the equipment, emit radiation at a weekly rate higher than one tenth of the maximum permissible dose per week for any part of the body exposed to such radiation; equipment in storage or transit or not in use or equipment operated in such a manner that it cannot produce radiation. Radioactive substances are also excluded because these come under the federal Atomic Energy Act and regulations.

In the Act "radiation installation" is defined as any building or place in which radiation equipment is manufactured, used, handled or tested.

The Act binds the Crown in Right of the Province.

## Registration of Installations and Equipment

The Act makes it mandatory for an operator, that is, a person or firm in control of the possession or use of a radiation installation or of radiation equipment, to register with the Minister of Public Health. Within one month after any radiation installation or radiation equipment comes under his control or undergoes extensive alterations, the operator must furnish the Minister with a statement on the prescribed form, giving the required particulars. In the case of a temporary radiation installation, the operator must submit a statement not later than three days after the equipment comes under his control.

Every January the operator must send the Minister a report giving the prescribed particulars.

## Manufacture of Radiation Equipment

The Act specifically states that all radiation equipment must be manufactured, used, handled and tested in such manner that no person will be unnecessarily exposed to ionizing radiation and no person in the vicinity of the equipment, other than a patient or occupational worker, will be exposed to ionizing radiation in excess of the maximum permissible dose.

## Approval of Plans

After the Act is brought into force, no person may establish a radiation installation for any industrial purpose or make any

substantial alteration without first having the plan approved by the Minister. The Act further states that the Minister must not approve a plan unless he is satisfied that the installation will be so constructed or altered, as the case may be, and operated so that it will not endanger any person's health.

### **Qualifications of Operators**

Under the Act, the operation of a radiation installation or equipment by unqualified persons is prohibited. No person may control the possession or use of a radiation installation or any radiation equipment unless (1) he is qualified under an Act to provide persons with care and treatment by means of radiation equipment or, in the case of a radiation installation or radiation equipment not used for diagnostic or treatment purposes, is considered competent by the Minister; (2) is a qualified veterinarian licensed under the Veterinarians Act, 1960; (3) employs at least one qualified or competent person to attend to the operation of the installation or equipment; (4) employs one or more X-ray technicians registered under the X-ray Technicians Act, 1957, who are members of the Saskatchewan Society of X-ray Technicians; or (5) employs one or more persons who have been given special training in the operation of the radiation equipment used by them and who are adequately supervised by a qualified or competent person.

### **Shoe-fitting Fluoroscopes**

In its report, the Radiological Health Committee pointed out that many national and international bodies favour the banning of shoe-fitting fluoroscopes because they do not offer benefits in proportion to the exposure they give to the general public. The Act provides that no person may use a shoe-fitting fluoroscope or have control of one except in the office of a qualified or competent operator.

### **Requirements for Occupational Workers**

The Act forbids an operator to employ as an occupational worker any person who is under 18 years or who is known to be pregnant. It further provides that no person in either category may accept employment or continue in employment as an occupational worker.

### **Advisory Bodies**

The Act provides for the appointment of consultative and advisory staff and for the establishment of a Radiological Health Committee.

The Minister is authorized to appoint one or more officers of the Department as consultative and advisory staff to provide consultative services with respect to radiation installations and the operation of radiation equipment and to advise operators and occupational workers regarding radiological health.

The Act also empowers the Minister to appoint a Radiological Health Committee composed of a diagnostic radiologist, a therapeutic radiologist, a specialist in pathology or internal medicine with extensive knowledge of and training in haematology nominated by the Saskatchewan College of Physicians and Surgeons, a physicist experienced in radiation physics, and the supervisor and one officer of the consultative and advisory staff of the Department.

The principal duty of the Radiological Health Committee will be to advise the Minister with respect to radiological health and codes of recommended practice to be issued to every operator in the province. It will also be required to promote an educational program among operators and occupational workers; to give general direction and advice to the consultative and advisory staff regarding the standards to be observed when making recommendations respecting plans for establishing radiation installations and the acquisition, operation and use of radiation equipment; and to review the qualifications and experience of persons applying for appointment to the advisory and consultative staff.

When it deems it advisable, the Committee may request the Minister to furnish financial or other assistance to enable an occupational worker who has been exposed to ionizing radiation in excess of the maximum permissible dose to undergo medical examinations.

The Act provides penalties for violations of the Act or regulations. Any person found guilty of an offence is liable to a fine of from \$50 to \$300. In the case of a continuing offence, the person is liable to a further fine of \$25 to \$50 for each day the offence continues.

### **Boilers and Pressure Vessels**

The New Brunswick Stationary Engineers Act was amended to provide for provincial regulation of pressure vessels used in storing, distributing or utilizing compressed gas (e.g., propane gas tanks). During the debate on the Bill the Minister of Labour said that because of the increasing use of explosive, inflammable and toxic gases it was felt that, in the public interest, the tanks in which these gases were stored should be properly constructed, installed and maintained.



The amended Act authorizes the Lieutenant-Governor in Council to make regulations dealing with the registration of boiler and pressure vessel designs and with the construction, installation, inspection, testing, maintenance and operation of pressure vessels used in storing compressed gas. Provision was also made for the drafting of regulations dealing with the storage, distribution and utilization of compressed gas and the licensing of persons or firms engaged in storing and distributing compressed gas. The Minister said that recognized codes of safety now in general use would be the basis for these regulations, adding that it was anticipated that a system of supervised, regular inspections by licensed distributors would be worked out to necessitate little, if any, staff increases.

As a result of another amendment, it is no longer mandatory to have a licensed operator in charge of a small low-pressure heating plant, that is, a plant with a capacity of 50 horsepower or less and a working pressure of not more than 15 p.s.i. steam or 30 p.s.i. hot water.

A third amendment states that where one or more licensed operators are employed, the employer must designate one person to be in charge of his heating plant or power plant.

In Nova Scotia, traction plants and internal combustion engine plants were removed from coverage of the Engine Operators Act. The definition of steam plants was also revised so that the Act now applies only to plants where steam is used for motive power only.

### Logging Camps

In Newfoundland, some amendments were made to the Logging Camps Act as a result of the recommendations made by the Royal Commission of Enquiry on the Logging Industry. This Commission was appointed in 1960 following complaints that loggers were not receiving the pay increases promised them. Its terms of reference were to enquire into and report on the conditions of work and living and on the terms of employment, including rates of remuneration, and to make recommendations on the subject of employment in forest operations.

In its report, which was tabled in the Legislature on February 8, 1961, the Commission criticized living conditions in contractors' camps and made specific recommendations with respect to such matters as lighting, paint, sanitary facilities, heating, cleanliness, etc.

In making its recommendations, however, the Commission distinguished between old

and new camps and pointed out that, although light, paint and cleanliness were essentials in all cases, there should be discrimination between camps when issuing regulations requiring costly improvements.

The amended Act authorizes the Lieutenant-Governor in Council to make regulations providing for the classification of logging camps and the basis of classification. Regulations may also be issued requiring logging camps or classes of logging camps to be licensed before being put into operation, and prohibiting or restricting the operation of unlicensed camps. The regulations may also specify the conditions under which such licences may be granted, renewed, suspended or revoked. Previously, the Lieutenant-Governor in Council was empowered to make regulations dealing with the construction, equipment and maintenance of logging camps.

The Commission also found chronic irritation over piecework rates, which it blamed on the current scaling system. It thought that there was too much reliance on the judgment of foremen and superintendents in the grading of wood and recommended that one or other of the suggested methods of payment of pieceworkers be adopted.

The amended Act makes some changes in the scaling provisions, which had previously made it mandatory for an employer to have a commercial scaler, at regular intervals, scale the wood cut and piled by a logger. A new provision forbids any person other than a commercial scaler to scale timber for commercial purposes if the timber is to be sold or bought on a volume or unit basis. If the Minister of Mines and Resources is satisfied that a commercial scaler is not available, however, he may issue a temporary certificate to a competent person authorizing him to act as a commercial scaler for a specified period.

The provision authorizing the Lieutenant-Governor in Council to make regulations dealing with the qualification, examination and certification of commercial and official scalers was amended to include regulations classifying scalers according to their qualifications and providing for the cancellation or suspension of scalers' certificates.

### Fire Prevention

An amendment to the Manitoba Fires Prevention Act added a new section providing for provincial approval of portable fire extinguishers. In introducing the Bill, the Minister of Labour said:

At the present time there are agencies in the province selling equipment that, in the opinion of the Fire Chiefs' Association and the Fire Marshalls' Association across Canada,

are almost ineffective for fighting fires. We have certain types of extinguishers which indeed are more hazardous to the lives of the people than the actual fire itself because of the toxic nature of the fluids which are used in the equipment. We have some others, too, that may be effective at the time of the sale but which deteriorate very quickly. We feel that this gives people a false sense of security and that people should be protected to the point of having some kind of an approval on that equipment and we're asking that equipment be approved before it be sold within the province.

The amended Act states that no person may sell, purchase, use or have in his possession any portable fire extinguisher unless its design and construction have been approved in accordance with the regulations and the extinguisher has been marked or identified in the prescribed manner. Provision is also made for the issuance of regulations respecting the design, registration of design, construction, inspection, testing, marking and identification of portable fire extinguishers.

Any person who contravenes a provision of the Act or regulations regarding portable fire extinguishers is guilty of an offence and, on summary conviction, is liable to a fine of up to \$100 or up to 15 days imprisonment or both.

Another amendment gave the fire commissioner authority to order the evacuation of a building that is particularly fire hazardous and to padlock the structure. Any person who attempts to open a padlocked building is guilty of an offence and, on summary conviction, is liable to a fine of up to \$50 or up to 10 days imprisonment or both. An aggrieved person may appeal to a county court judge.

### Other Amendments

The Saskatchewan Electrical Inspection and Licensing Act, which provides for the enforcement of uniform safety standards governing electrical installations, was amended to bring the design of electrical equipment within the scope of the Act. At the same time elevators were removed from coverage of this Act, as they are subject to the Passenger and Freight Elevator Act.

Another amendment deleted the provision requiring an employer to furnish the Department with a guarantee bond. Referring to this change the Minister of Labour said that he thought it was superfluous for a company to buy a bond for employees who work on company premises and did not deal with the public.

As a result of another amendment, electrical supply houses may no longer be required to bond their electricians. The Minister pointed out, however, that the

public is still protected, as contractors must furnish a bond before they are granted a licence.

Amendments to the Ontario Energy Act, which came into force May 1, 1961, provided for greater provincial supervision of gas installations. Under the amended Act no person may install, repair, service or remove a gas appliance unless he is registered under the Act or is supervised by a person who is registered. Previously, the Act stated that, subject to the regulations, such work could be done only by a registered contractor, his employee, or agent.

Another amendment authorized the Lieutenant-Governor in Council to make regulations providing for the registration of persons or classes of persons who inspect, install, repair, service or remove gas appliances or pipe lines.

In British Columbia, the section of the Industrial Transportation Act dealing with licensing of drivers on industrial roads was amended to distinguish between drivers of motor vehicles equipped with air brakes and persons who drive vehicles not so equipped. The amended Act states that, unless the regulations provide otherwise, no person may drive a vehicle equipped with air brakes on an industrial road unless he holds a valid certificate of competency as an operator of air-brake-equipped vehicles under this Act, or a temporary permit to operate air-brake-equipped vehicles issued by the Department of Commercial Transport. It further provides that, if the vehicle is one for which a licence as a public passenger vehicle is required under the Motor Carrier Act, the driver must hold a Class A chauffeur's licence under the Motor-vehicle Act.

A person who drives a vehicle not equipped with air brakes must hold a valid driver's licence under the Motor-vehicle Act or a certificate of competency as an operator of motor vehicles under this legislation or a temporary permit to operate motor vehicles issued by the Department of Commercial Transport.

The section of the Newfoundland Regulations of Mines Act requiring every operator to keep up-to-date plans showing the particulars specified and a record of every diamond boring was amended. A new provision makes it mandatory for an operator to furnish an inspector with a copy of the plans and register upon request. An operator who fails to comply with such a request is guilty of an offence and liable to a fine of up to \$200.

# Report of Royal Commission on Industrial Health in Ontario

Commission makes observations and recommendations with respect to seven Acts governing workers' safety, suggesting new legislation dealing with safety in construction and to set up system of licensing for builders and contractors

The Report of the Royal Commission on Industrial Safety in Ontario was released by the Minister of Labour, Hon. Charles Daley, on October 20. Mr. Daley stated that the Commission's recommendations would be studied thoroughly and steps taken immediately to implement such changes in the safety regulations as are indicated.

The Commission was established in April 1960, a few days after the verdict of the coroner's jury in the inquiry into the death of five men in a tunnel at Hogg's Hollow, in the Township of North York. In its verdict, the jury stated that the death of these workers was "the inevitable result of the failure to implement and enforce regulations made under the Department of Labour Act governing the protection of persons working in compressed air," and further stated that the regulations were in need of revision and improvement.

Judge P. J. McAndrew of the District Court of the District of Thunder Bay was the chairman of the Commission, and its other members were J. D. Bateman, a consulting geologist, and G. Russell Harvey, a trade unionist. The Commission was directed by its terms of reference to inquire into and report upon all statutes and regulations administered by the Department of Labour that govern the safety of workers, with a view to their improvement, simplification, clarification and modernization.

The Commission invited briefs from persons and organizations interested in the inquiry, and held public hearings in Toronto on 15 occasions from June to December 1960, and also in Port Arthur and Windsor. Many witnesses testified before the Commission, including government inspectors, union officials, construction engineers, medical doctors, and others. About 160 briefs and exhibits were received.

The report contains the Commission's observations and recommendations with respect to the seven Acts governing the safety of workers now administered by the Department of Labour. In addition to recommendations for new legislation to deal with safety in construction work, the Commission recommended the adoption of legislation setting up a system of provincial

licensing for builders, contractors and sub-contractors in the building construction industry.

The Commission recommended also that safety regulations should be adopted and enforced in the logging industry, where the accident frequency rate is the highest in the province, and where there is now no legislation for the protection of workers. It also recommended bringing into effect safety regulations for foundries, ionizing radiation, sawmill operations, and flour mills.

Other principal recommendations of the Commission were the establishment of an Ontario Safety Council, an advisory body, to co-ordinate accident prevention work with the enforcement of safety legislation and with the voluntary safety effort; the establishment of management-labour safety committees at the plant level; and amendments to the Workmen's Compensation Act to provide for the re-organization, under the direction of the Workmen's Compensation Board, of the accident prevention associations now functioning under that Act.

## Construction Safety Recommendations

The Commission found that the Building Trades Protection Act, passed in 1911 and designed to protect men constructing buildings of all types, is unenforced and almost unknown. The Department of Labour has considered that enforcement of the Act is solely the responsibility of the municipalities, a position with which the Commission disagreed.

It recommended the repeal of the present Act and the enactment of a new Construction Safety Act, applicable to all buildings except farm buildings or buildings being constructed by their owners in person. The Act should clearly state that the Department of Labour is responsible for ensuring its enforcement, with a system of municipal inspection under provincial supervision. The enforcement of the Act should be uniform throughout the province, and to ensure this, the Department of Labour should assist the municipalities in training their inspectors, and municipalities should be required to make an annual return to the Department on the names of inspectors, their inspection



activities, the number and causes of accidents, the number of work suspensions and the number, type and result of prosecutions.

As to safety standards, the Commission suggested that the Act should provide for the adoption with certain exclusions, possibly as regulations under the Act, of *Part 8, Construction Safety Measures* of the National Building Code of Canada, prepared by the National Research Council. Regulations dealing specifically with high structural steel buildings are now entirely lacking and should be made under the Act.

#### **Licensing of Contractors**

In order to ensure the observance of safety regulations, the Commission recommended the adoption of legislation providing for the licensing of builders, contractors and subcontractors in the building and construction industry. It found clear evidence of the existence of an irresponsible segment of the industry, and considered that a system of licensing was the only way to control the activities of this element. The threat of loss of licence would be the most effective way of securing compliance with safety standards. The Province would be the licensing authority, and municipalities would issue building permits only to licence-holders.

The Commission also recommended the inclusion in all government construction contracts of a clause requiring the builder, contractor and subcontractor to comply with all safety legislation, regulations and directives of the Department of Labour.

#### **Existing Safety Legislation**

The Department of Labour is responsible for the administration and enforcement of the following safety Acts: the Boilers and Pressure Vessels Act, the Department of Labour Act, the Elevators and Lifts Act, the Factory, Shop and Office Building Act, the Operating Engineers Act, and the Trench Excavators Protection Act. The report contains observations and recommendations on each of these Acts.

As a general observation the Commission emphasized that safety legislation, to attain its objective, must be enforced; this requires adequate inspection, which should include communication by inspectors with the working force and supervisors. Employees should be encouraged to bring unsafe conditions to the attention of the inspector, whose name, address and telephone number should be posted conspicuously at each plant or worksite.

When an employee or union representative makes a complaint, the inspector should consult with him immediately, inform all parties concerned of his conclusions and action required, and give them copies of any departmental directives. If the inspector so desires, a representative of labour and management should be allowed to accompany him on a tour of inspection.

In view of the recent large influx of employees not conversant with English, departmental brochures should be prepared in French, Italian and Ukrainian, as well as English, to describe the legislation and regulations relating to safety, and emphasize the necessity for compliance. They should state the essentials concerning safety practices and hazards peculiar to specific operations.

Further, the Commission recommended that all persons in responsible positions, such as foremen, lock tenders in compressed air work, and crane operators be required to speak, read and write English or French.

#### **Boilers and Pressure Vessels Act**

The purpose of the Boilers and Pressure Vessels Act is to protect workmen and the public from explosions of boilers and pressure vessels. The Boiler Inspection Branch inspects all sizeable boilers annually, approves the design of new boilers, performs inspections during manufacture, and inspects certain types of boilers and pressure vessels on installation.

The Commission made the following main recommendations in connection with this Act.

The Department of Labour should ensure that there are enough inspectors to inspect every boiler, pressure vessel and plant at least once each year. A large proportion of inspection is the responsibility of inspectors appointed by insurance companies. The Commission did not take exception to this system, but recommended that the Department should have more control over insurance company inspectors, and to achieve this, the legislation should be amended to make the inspectors of insurance companies inspectors within the meaning of the Act, enabling the Minister of Labour to suspend or cancel their certificates of competency for unsatisfactory work.

An inspector, including an insurance company inspector, should be responsible for submitting his inspection report to the chief inspector within 21 days, not within 30 days as the insurer must now do.

The power to require attendance of persons and to examine them under oath should be restricted to the chief inspector.

Exemption from the Act of boilers in residential buildings should be based on the size of the boiler, not the number of families.

The Commission noted the provision in the Act that "no person shall be appointed to act as an inspector who has any direct or indirect interest in the manufacture, sale or installation of boilers, pressure vessels or plants," and recommended that a similar provision should be made applicable to all inspectors making inspections under any Act administered by the Department.

There should no longer be mention of a minimum penalty of \$25 for an offence under the Act or regulations, and the maximum penalty should be increased from \$500 to \$1,000.

### Department of Labour Act

The Department of Labour Act deals with the structure of the Department, the powers of the Minister and Deputy Minister, and the duties of the Department and the Industry and Labour Board. It provides for regulations to protect workers employed in compressed air, the construction of tunnels and open caisson work, the construction of coffer dams and crib work, and workers who may be affected by radiation used in industry or commerce. It also empowers any Department of Labour inspector to order the cessation of any work or operation that he considers unsafe, a power that the Commission states should be used to rigidly enforce safety requirements.

Other hazardous work areas not now regulated might well be regulated under this legislation if it were suitably amended, in the Commission's view. Pointing out that 90 per cent of electrocutions resulting from crane accidents could be prevented, it recommended that the Department prepare suitable regulations for the safe operation of cranes. Regulations for the logging industry might also be adopted under this Act.

The maximum penalty for an offence against the Act or regulations should be increased from \$500 to \$1,000.

### *Work in Compressed Air Regulations*

The Commission gave special attention to the regulations respecting the protection of persons working in compressed air, emphasizing that the inadequacy of the present regulations was borne out by the Hogg's Hollow and Coxwell tunnel disasters.

The report contains extensive recommendations to improve the existing safety standards, based on the findings of the jury at the Hogg's Hollow inquest, evidence from the medical director of the subway project and another doctor who had treated many employees suffering from caisson disease, the suggestions of the Department of Labour, and a study of the laws in other jurisdictions.

The Commission explained the particular hazard of work in compressed air in these terms:

High air pressure is necessary in the construction of many tunnels, and this high pressure causes the nitrogen present in air to be soluble in liquids, therefore it enters the blood of persons working under pressure. Persons working in compressed air on decompression may be subject to the bends, which are caused by the release of nitrogen bubbles in the blood stream, and which interfere with blood circulation. In recent years it has been learned that many persons who have had the bends have subsequently developed a bone disease due to loss of circulation in those parts of the body, particularly joints, where the larger arteries feed smaller blood vessels. In such parts of the body the blocking of the smaller arteries by nitrogen bubbles results in a loss of circulation and a condition known as "bone death". This bone death may affect only a small portion of the bone. About one-third of persons who suffer from bone death will be seriously incapacitated. While bone disease has only recently been diagnosed, other symptoms of caisson disease are shock, unconsciousness, difficulty in breathing, pain in the joints, paralysis, staggering, blindness, itchiness in the skin, extreme muscular pain, abdominal contraction, and poor circulation in the extremities.

After an employee has worked his shift in a tunnel where there is compressed air, he must undergo the process of decompression. If this is not done, or if it is done too quickly, the employee may develop caisson disease. After hearing experts, the Commission recommended changes in the maximum rate of decompression prescribed in the regulations. It also recommended the adoption of Section 430 of the labour code of New York State dealing with length of shift and rest intervals. In support of these recommendations, the Commission stated:

At the Coxwell tunnel job, during one of the early months, 25 per cent of the employees developed the bends, a symptom of caisson disease. At the current subway project in Toronto the recommendations above in connection with rates of decompression and lengths of shifts are now in force. After the first 20,000 decompressions there had only been five cases of the bends. This startling contrast clearly indicates the need for amendments to the existing compressed air regulations.

The regulations now require that no person shall be permitted to work in compressed air without a previous medical examination. They should be amended to state that the doctor in charge of a project

must instruct every man, before he begins work, concerning precautions to be taken in connection with compressed air work. The Department of Labour should bring the results of research into caisson disease to the attention of project doctors. Compressed air workers should be required to wear an identification disc, which would be recognized by police and fire departments, so that they may assist in rushing a man to the nearest decompression chamber if he is stricken with the bends. Symptoms of caisson disease may resemble those of intoxication. A central decompression chamber should be set up in a hospital in Toronto, and elsewhere when necessary.

In order that each and every employee may be aware of the necessary safety precautions, the more important sections of the regulations should be posted at construction sites and all foremen in charge of tunnelling operations involving work in compressed air should be required to instruct all employees regarding the hazards. Violators of safety rules should be disciplined and the job should be stopped if a contractor is in breach of safety regulations.

The Commission recommended that relevant sections of the Ontario mine safety rules contained in the Mining Act (R.S.O. 1960, Chapter 241) should be incorporated into the compressed air regulations. Mine safety rules are Sections 173 to 604. Among the sections that might be considered relevant are those dealing with the duties of mine officials and other persons whose work especially involves the safety of employees, fire protection, aid to the injured, control of water, ventilation, testing for gas, use of internal combustion engines, sanitation, care and use of explosives, signals, air receivers and air compressors, and the use of electrical equipment.

With regard to inspection, the Commission recommended that the Department of Labour should provide and enforce inspection adequate to ensure the safety of sub-surface workers. Additions to the tunnel inspection staff should be qualified engineers. Further, the Department of Labour should be notified of any changes in design of tunnels during construction, and the approval in writing of an inspector should be obtained before construction of an underground dam or bulkhead. Accidents or other incidents affecting the health and safety of workers should be reported by the employer to the Department of Labour.

Another recommendation would require control of manlocks by qualified lock tenders, and minimum standards of quali-

cation for lock tenders, compressor operators and others assigned to responsible tasks.

A number of recommendations regarding fire prevention and fire protection were adopted by the Commission, also several proposals with respect to procedures in emergencies. There should be an emergency signal or alarm on the surface, and a telephone connecting the tunnel operations with the surface. First aid supplies should conform with the Workmen's Compensation Regulations and a wire basket stretcher or equivalent device should be provided. Local firemen and policemen should be kept informed of large scale tunnelling projects. Further, the Commission recommended that sub-surface rescue training organizations should be established under the authority of the Department of Labour in metropolitan centres where they are required.

With respect to work in open caissons, dealt with in the second part of the regulations, the Commission recommended provision of life jackets and safety belts and a boat where work is done in or over deep water. The records show that most deaths in this work have been from drowning.

### **Elevators and Lifts Act**

The Elevators and Lifts Act is designed to protect persons who use elevators, escalators, ski tows and manlifts.

The Report stated that there were too many accidents in the area covered by this Act. This was particularly true of escalator accidents, especially in Toronto subways. In order to reduce the number of escalator accidents, the Commission recommended public education, improved design of handrails and regulation of speed.

The Commission considered that elevator inspection should be improved. The current practice is to subject safety devices to a running test by the contractor at the time of installation, and not again unless the inspector thinks they may be defective or inadequate.

The Commission recommended that all arresting devices on elevators be tested regularly in accordance with the C.S.A. Code, B44, 1960, *Safety Code for Elevators, Dumbwaiters and Escalators*, which provides for annual inspection, including the running test. These tests should be made in the presence of an inspector.

The Commission, referring to two elevator accidents that occurred in 1959-60 owing to the failure of insurance company inspectors to notice cable corrosion, stated that an inspector who is negligent should be prohibited from doing further inspections for



the Department of Labour. It took the view that insurance company inspectors, as in the case of those inspecting boilers, should be made inspectors within the meaning of the Act. Moreover, the Department should have a formula setting out all features of elevators and escalators which must be inspected. An insurance company inspector should send his inspection report to the Department within 21 days after the inspection, not within 30 days as the insurer is now required to do.

If an elevator accident results from failure of the equipment, the insurance company inspector who last inspected it should not be allowed to make further inspections until the cause of the accident is determined. The Commission recommended also that the chief inspector should make spot checks of elevators inspected by either departmental or insurance company inspectors.

The Act now directs inspectors to apply the C.S.A. *Safety Code for Passenger and Freight Elevators* as revised in 1951. The Commission recommended the adoption of the second edition of this Code, C.S.A. B44, 1960, to govern all new installations. The 1960 edition covers automatic elevators, which constitute 95 per cent of new installations.

The investigation revealed that 99 per cent of all elevator accidents that occurred in the cars themselves involved cars with no gates. The Commission, therefore, recommended the amendment of the Act and regulations to require the installation of gates on all elevators.

The Commission would limit to the chief inspector the power to require, for the purpose of an inspection or investigation, the attendance of any person for examination under oath. This authority can now be exercised by all departmental and insurance company inspectors.

With respect to penalties, the Commission pointed out that certain violations of the Act could be very serious, and recommended that the maximum penalty should be increased from \$500 to \$1,000.

The Commission suggested that the proposed Ontario Safety Council study such matters as the speed of elevators, the use of circuit-breakers, and the size and shape of handrails on escalators. The Council should also carry out research on technical problems concerning the construction and maintenance of elevators and escalators.

## **Factory, Shop and Office Building Act**

The Factory, Shop and Office Building Act is designed primarily to ensure satisfactory standards of safety and health for workers employed in factories, shops and office buildings.

It deals also with the sale of bakery products; sanitary conditions, hours of work and other matters relating to bake-shops; hours and conditions of work for young people and women; and, in Part II, "Municipal By-laws as to Closing of Shops". The Commission recommended the transfer of sections of the Act concerned with these matters to other Acts.

The Commission thought the work done in factory inspection was commendable, but it made a number of proposals for its extension and improvement. One of these would require the inspection of each factory at least once a year.

The Commission considered that provisions requiring the approval of factory, shop and office building plans by departmental inspectors have been effective in reducing unsafe structural conditions. It recommended that the Act be amended to require approval of plans for arenas, auditoria, theatres, race tracks and public buildings; it would also require periodical inspection of all buildings of this kind.

In 1955 the Department of Labour prepared draft regulations for use in foundries. The Commission recommended that these regulations, in practicable form, be implemented.

The Act now provides for various penalties for offences. The Commission considered that there should be only a general penalty for infractions of the Act or regulations, in order to simplify enforcement. There should be no minimum penalty specified, and the maximum penalty should be raised to \$1,000.

Explosive dusts, gases and volatile liquids in industrial plants are a threat to the safety and health of workers; the Commission, therefore, recommended that the regulations be expanded to provide for their exhaustion and venting.

The Commission recommended that provisions relating to the separate storage of coal oil, petroleum, benzine, naphtha, gasoline, or any explosive, combustible or flammable material be amended to provide also for their safe handling.

The Commission would also require regulations providing for the use of gas masks by employees engaged on work where there are dangerous fumes and noxious gases.

The Act now requires a temperature of not less than 68 degrees Fahrenheit in factories and shops, unless authorized by an inspector. Working conditions in maximum temperatures should also be regulated.

The Act should be amended to provide that no female person should be required to lift a weight exceeding a specified maximum. There should also be provisions relating to the attendance of doctors and nurses at factories and shops.

### *Grain Elevator Regulations*

Under the Factory, Shop and Office Building Act, grain elevator regulations were made to prevent the violent explosions that can be caused in grain elevators by an excessive accumulation of fine particles of dust in suspension.

The Commission received advice from a number of sources in connection with dust from refuse screenings, a by-product produced from the cleaning of all grains, including beards from the ends of some forms of grain, bran sheaths, straw and some poor grain. Its recommendation was that the Department, after consultation with management and labour, should establish a reasonable maximum for the amount of refuse screenings that may be stored in a grain elevator or any bin at any one time. Research into the problem of handling and storage of refuse screenings should continue, as well as general research into dust control and the causes of grain elevator explosions.

The Commission advocated fire drills twice a year in grain elevators, training of employees in the use of fire fighting equipment, and the installation of fire alarms in all grain elevators.

The Commission pointed out that certain regulations dealing with motors, backstops for elevator legs, individual electric motor drives, the clearance of machines above the floor, and the clearance of rollers supporting conveyor belts above the floor do not now apply to grain elevators erected before July 8, 1946. The Commission recommended that they be made to apply to all elevators.

Certain regulations dealing with ventilation, elevator machinery, sweeping, bin lights, lights used by watchmen, isolation of radiators and steam pipes from combustible material, locomotives, insect control, smoking, open flames, oils, static electricity, fire protection, and watchmen do not apply to an owner who is an employer. The Commission recommended that these regulations should apply to the operator of the elevator whether he is the owner or not, and that he should be held responsible for infractions of the regulations.

Other recommendations made by the Commission would require:

- Installation of stair-type fire escapes on the outside of all elevators, providing easy access to the ground;

- Placing of a heavy wire screen around and over the opening at the top of bins under conveyor belts when men are working below in the bin, in order to protect them from falling objects;

- Installation of adequate dust control equipment in all elevators by December 31, 1962;

- The elimination of a minimum penalty for an infraction of these regulations, and an increase in the maximum penalty from \$50 to \$1,000;

- Inspection of each elevator at least once every three months by an inspector of the Department of Labour.

### **Operating Engineers Act**

The Operating Engineers Act is concerned primarily with the protection of persons from the dangers resulting from the operation of steam boilers, compressors, refrigerators, air conditioning units, and hoisting plants. Accordingly, it requires that certain grades of certificated operating engineers operate plants of specified capacities.

The Commission considered that the Act has not kept pace with advancing technology and needs to be modernized. Since the Commission was not technically equipped to perform this function, it recommended the establishment of a Board of Review for the purpose.

This Board would consist of representatives of industry, labour, a mechanical and electrical engineer from the engineering faculties of Ontario universities, and an independent chairman to be selected by the members of the Board.

Responsibility for enforcement of the modernized Act should be the duty of a chief inspector independent of the Board of Examiners, and responsible to the Director of Technical Services. The maximum penalty to be imposed under the Act should be increased from \$100 to \$1,000, with no minimum penalty specified.

The Commission also recommended the provision of a course of study to meet present and future needs for operators.

### **Trench Excavators Protection Act**

The Commission regarded the Trench Excavators Protection Act, designed to protect persons working in trenches from cave-ins and other dangers, as excellent legislation that is properly administered. It advocated a number of improvements, however.

One of these proposals would introduce a system of annual returns by the municipalities to the Department to aid in enforcement. These reports would provide information as to the name of the inspector; the number of inspections; the number of cave-ins and reasons for them; the number of accidents injuring persons; and the number of prosecutions.

The Commission would raise the penalty for contravention of an inspector's order from \$100 to \$200 and eliminate the minimum penalty. Penalties for other violations would be raised from \$500 to \$1,000.

The Act should clearly state that the Department of Labour is responsible for its administration, enforcement, review and amendment. It should be clarified to ensure its application to the excavation and trenching operations of municipal commissions and departments. Inspection by Department of Labour inspectors might be necessary in these cases.

In order to ensure that municipal inspectors appointed under this Act are competent for their duties, the Commission recommended that an amendment to this effect be made to the Act. The Act should also state that where an inspector finds a violation of the Act or regulations he must issue an order requiring compliance, and also report the violation immediately. An inspector should be notified at least 24 hours before work is begun on a trench and, if work is suspended for a week or more, he should be notified again before work is resumed.

The Commission made a number of recommendations with respect to the safety rules in the Act and regulations. It suggested that the Department of Labour study the advisability of using metal boxes for shoring trenches and that the regulations should be amended to cover the proper use of puncheons for providing lateral support for trench walls.

The Act now exempts from shoring requirements a trench where the sides are at least at an angle of 45 degrees. The Commission considered that this is too steep and that the Act should be amended to vary requirements for different types of soil.

Since the removal of shoring before a trench has been backfilled has resulted in numerous accidents, the Commission recommended that the Act be amended to require that shoring should not be completely removed until sufficient back fill is placed in the trench, unless an inspector orders otherwise.

The use of a backhoe for lowering pipe into trenches should be prohibited, except

short lengths not exceeding six inches in diameter; a crane should be used for larger pipe. The rules should also forbid any person to stand inside or ride upon pipe being lowered into a trench, or to stand under or adjacent to such pipe. Moreover, machinery should not be so used that it might cause the collapse of a trench.

The Act now requires that trenches in or adjacent to a public or private way should be provided with guards, barricades and illumination; the Commission recommended extending this provision to all trenches on public property, except in remote areas.

In trenches exceeding six feet in depth, the rules should require that safety boots be worn, and that no person should be allowed to work alone.

With respect to first aid, the Commission would require that a wire basket or similar equipment for stretcher purposes should be available at all excavations eight feet or more in depth.

### Safety Education

The Commission emphasized that legislation and enforcement can reduce the risk from dangerous working conditions, but safety education is also required to give workers a proper understanding of safety measures and to induce their compliance.

"In other words, self-correction and self-policing is the only effective path to safe living and safe working, and bringing this about requires the combined and co-operative efforts of labour and management in safety training and education," the Report said.

The Commission noted that the safety education programs of the accident prevention associations established under the Workmen's Compensation Act, embracing lectures, moving pictures, discussion groups and literature, are commendable. Their success, however, is limited by a lack of co-operation from some employers and a lack of effective means of enforcing compliance, failure to reach beyond the foreman level to the man on the job, and failure to get the full support of labour.

These problems, in the Commission's view, could be largely overcome by the combined efforts of safety associations and plant safety committees in bringing home to employers and employees the hazards of their industry and the necessity to adopt and comply with appropriate safety measures. Consideration should also be given to introducing safety education in technical schools.



## Plant Safety Committees

Believing that joint labour-management safety committees at plant level are essential if an accident prevention program is to be fully effective, the Commission recommended that the Workmen's Compensation Act be amended to provide for the compulsory establishment of these committees by management, on its own initiative or when requested by a majority of the employees, in every operation employing 20 or more persons. Committees would have not more than twelve nor less than four members.

The general duties of the committees would be to discover and adopt the best methods of accident prevention. They would be required to hold meetings at least monthly to consider current accidents, reports of investigations and inspections, other safety promotional matters, and to make recommendations. They would conduct plant inspections at least monthly; investigate all serious accidents, unsafe conditions and dangerous practices; keep minutes of meetings and records of complaints, investigations and recommendations, and send copies of them to the Workmen's Compensation Board and the Minister of Labour; and co-operate with the appropriate accident prevention association. These proposals follow the recommendations made by Mr. Justice Roach in his report on an inquiry into the Workmen's Compensation Act in 1950 (L.G. 1951, p. 322).

## Accident Prevention Associations

The Workmen's Compensation Act provides for the formation of employers' accident prevention associations, eight of which are now functioning, namely:

- Construction Safety Associations of Ontario;
- Electrical Utilities Safety Association;
- Industrial Accident Prevention Associations;
- Lumbermen's Safety Association;
- Mines Accident Prevention Association of Ontario;
- Ontario Highway Construction Safety Association;
- Ontario Pulp and Paper Makers Safety Association;
- Transportation Safety Association of Ontario.

Summing up its conclusions about the work of these committees, the Commission said:

There is no question that the safety educational work of the associations is good as far as it goes. The machinery is available under the Act to extend safety training through all echelons of labour, and, possibly, to make and enforce safety rules. Each class of industry, through its association, is at the present time in a position to police but not penalize the irresponsible employer elements within the class; and the Board has the power of persuasion by levying additional assessments on employers who flagrantly violate safety regulations. None of these provisions is being effectively utilized. Ideally, the associations are in a position to encourage the formation of management-employee safety committees, which is preferable to compulsion by legislation; but there is no evidence that they have done so . . .

From these considerations it appears that the accident prevention associations are not functioning in the manner contemplated by the Act, and, at present, the associations are isolated islands of autonomy having no responsibility to report to or even advise the Board.

In order to co-ordinate the work of the associations and thereby attain better results from safety education and training, the Commission recommended that the accident prevention associations be placed under the direction and jurisdiction of the Workmen's Compensation Board and that an Executive Administrative Committee appointed by and responsible to the Board, with a full-time representative of labour, co-ordinate and supervise the activities of these associations.

## Ontario Safety Council

Since there is now no central authority for the co-ordination of safety policy, the Commission recommended the establishment of an Ontario Safety Council, consisting of seven members, representing industry, labour, medicine, engineering and other professions associated with industry.

The Council would be advisory, with its authority restricted to inquiry and recommendations. It would help to co-ordinate the work of the accident prevention associations with voluntary safety programs, and to integrate accident prevention work with the administration of safety legislation.

Another important function would be to ensure the continuous review and modernization of safety and health legislation.

A report of all inquests into industrial accidents would be sent to the Council. Recommendations of the Council would be made to the appropriate Minister, and its annual report would be tabled in the Legislature.

# Provincial Labour Federations' Conventions

Federations of Labour in British Columbia, Alberta, Manitoba, Saskatchewan, Nova Scotia, New Brunswick and Newfoundland hold their annual conventions

At their 1961 conventions, six provincial federations of labour re-elected their presidents for another term. The Manitoba Federation of Labour, which decided to appoint a full-time executive secretary, and chose their president of the past five years to fill the new position, was the only federation of the seven whose conventions are reported here to elect a new chief officer for 1961-62.

Three of the seven federations approved an increase in per capita tax, three expressed concern over the interference in hospital workers' collective bargaining by provincial hospital commissions, and two

resolved to seek a moratorium on National Housing Act mortgages when the borrower is unemployed.

The Manitoba Federation of Labour called for establishment by the Canadian Labour Congress of a court to rule on jurisdictional disputes, and the Newfoundland provincial federation suggested an amendment to the CLC constitution to give the Congress wider powers for settling such disputes.

The federations whose annual conventions are reported here are those of British Columbia, Alberta, Manitoba, Saskatchewan, Nova Scotia, New Brunswick and Newfoundland.

## British Columbia Federation of Labour

A united front in 1962 wage negotiations to avoid repeating what it called a failure to make gains in 1961 because of a lack of co-ordination was decided on by the British Columbia Federation of Labour at its 6th annual convention, which took place in Vancouver on October 23 to 26.

The "unity" resolution read:

"That the B.C. Federation of Labour will call a conference of affiliated unions at the earliest possible date, and invite all such affiliated unions in the province that will be in negotiations in 1962; and that the purpose of the conference will be to assure the maximum possible co-ordination in the pursuit of contract objectives."

The move precipitated a demand from the convention floor for the inclusion in the proposed conference of those unions that are not affiliated with the Federation. These include: the United Fishermen and Allied Workers, the Mine, Mill and Smelter Workers, and the Vancouver Civic Employees Union (outside workers), all of which have been expelled from the CLC because they were led by Communists; the International Brotherhood of Teamsters, which was expelled for "raiding"; and the B.C. Government Employees' Association, which withdrew from the Federation after the Government abolished the check-off of the Association's dues (L.G., Nov. 1960, p. 1113).

The attempt to get these unions included was, however, voted down by the majority of the 350 delegates.

Federation Secretary E. P. O'Neal said that the unaffiliated unions debarred by the resolution would always be allowed to par-

ticipate as visitors, but that Federation policy would be framed only by affiliated unions.

Almost an entire day of the four-day convention was devoted to the discussion of employment problems. The delegates approved a 12-point plan designed to increase employment that called for, among other things, a shorter work week, increased public spending on hospital and school projects, and the regulation of immigration.

The setting up of industries to use Canadian raw materials, to replace their export for processing in foreign countries and their subsequent import as finished products, was urged by delegates as another means of stimulating employment.

The Federation called for an immediate start on the Columbia River hydro-electric development by the B.C. Power Commission, and it recorded its opposition to the export of power.

The delegates also urged the Federation to work with the B.C. Federation of Unemployed in arranging mass lobbying at the opening of the next session of the provincial Legislature, and in the presentation of the group's annual brief to the Cabinet.

After lengthy debate, the delegates defeated a resolution that would have prevented affiliated unions from making exchanges with Iron Curtain countries and Cuba by allowing visits only to countries "which recognize a free trade union movement." Both the Oil, Chemical and Atomic Workers' International Union and the International Brotherhood of Pulp, Sulphite and

Paper Mill Workers had recently sent members to Cuba to view conditions there since the revolution.

In other resolutions, the delegates voted to:

—Reiterate their demand of last year that education be provided free up to, and including university, for students with the necessary ability.

—Urge provision of government grants, loans and scholarships for displaced workers who can qualify for vocational training.

—Ask the provincial Government to guarantee job seniority for workers injured in an accident while at work.

—Petition the provincial Government for early establishment of a provincial forestry advisory committee to deal with the problem of fighting forest fires and with reforestation programs.

—Press for federal old age pensions of at least \$75 a month at age 65 without a means test, and a national portable pension scheme.

—Demand more rigorous inspection of industrial plants for hazards due to noise, heat, dust and humidity.

The delegates passed a resolution that urged affiliates to expand the reciprocal agreements between various unions so that individual members are not faced with numerous initiation fees each time they join a new project. Interior and Northern delegates complained that union organization suffered through "balkanization" of the province.

Withdrawal of all military forces from Germany and a ban on nuclear action by the federal Government toward an immediate conference for a peace treaty for East and West Germany. The convention asked for a guarantee of the freedom of West Berlin and of Western access to it; for immediate and total withdrawal of all Soviet forces in East Germany, and of all British, American and French forces from West Germany; and for a demilitarized and neutralized zone in central Europe as a means of removing international tensions.

The federal Government was also asked to declare Canada's stand against nuclear arms.

The delegates approved a resolution directing that a telegram be sent to the trade union movement in Russia asking them to "demand of their government leaders an immediate cessation of nuclear testing."

The report of the international affairs committee condemned the racial discrimination policies of the South African Government.

The delegates approved the recommendation of a committee that the incoming executive should study the possibility of establishing a weekly workers' newspaper as one step for more effective presentation of labour's story to the public. William Black, business manager of the Hospital Employees Union, suggested that another step would be for labour to seek representation on such public bodies as municipal councils, and school and hospital boards.

A resolution approving the setting up of a strike benefit plan that would cover about 94,000 organized workers in the province was, because of lack of time, referred to the incoming executive. The plan would set up an Organized Workers' Mutual Aid Fund that would pay every striker \$100 a month out of money raised by assessments on unions affiliated with the Federation.

Under the plan, non-striking unions would be assessed up to \$1 per member per month. Benefits would begin 15 days after a legal strike began, and end 15 days after it was settled. The scheme would not build up a strike fund, but would treat each strike separately and would impose assessments on the other unions only when the striking union applied for aid. Participation in the plan would be voluntary on the part of the unions.

### Elections

A strong anti-Communist group won election to 15 executive posts in the Federation.

Bob Smeale, Victoria, Secretary of the Canadian Airline Flight Attendants' Association, was re-elected President by acclamation for a third term. Pat O'Neal was re-elected Secretary-Treasurer, also without opposition.

Three of the four incumbent vice-presidents were re-elected. Joe Morris, last year's First Vice-President, did not run because of ill health. To succeed him the convention elected Jack Moore, First Vice-President of the B.C. District Council of the IAW. Second Vice-President Russ St. Eloi, Third Vice-President Mel Kemmis, and Fourth Vice-President Ray Haynes were re-elected.



## Alberta Federation of Labour

Resolutions demanding a 30-hour work week, a minimum wage of \$1.25 an hour, and a \$500 fine for employers who fail to pay time-and-a-half overtime were among those passed by the Alberta Federation of Labour at its 6th annual convention, held in Edmonton October 18 to 20. It was attended by about 250 delegates.

Other resolutions adopted from among the 115 put before the convention called for:

—Provincial legislation guaranteeing nine statutory holidays with pay for all employees, including those paid on an hourly basis, and double pay for those required to work on such days.

—The old age pension to be made payable at age 60 years for men and at age 55 years for women, and the amount to be increased to at least \$75 a month.

—Discouragement by both federal and provincial Governments of practices of employers that discriminate against the hiring of employees on the grounds of age.

—A campaign to denounce the CPR and its subsidiary companies in connection with

the strike at the Royal York Hotel in Toronto.

—The right to union representation for all employees except those with the power to "hire and fire."

—Opposition to "moonlighting," and to discrimination in employment and accommodation.

In connection with the resolution regarding the CPR, several of the delegates urged a boycott of all the Company's services in Alberta, including hotels, airlines, money order and rail services.

### Elections

Jack Hampson, Calgary, was re-elected President of the Federation for the coming year, and Frank Bodie, also of Calgary, was re-elected Secretary-Treasurer.

Other officers elected were: Roy Jamha, Edmonton, First Vice-President; Pat Lenihan, Calgary, Second Vice-President; Reg Slatter, Edmonton, Third Vice-President. Newly elected area Vice-Presidents were: Henry Tomarchuk, Northern District; Douglas Murdock, Central District; and Stanley Legg, Southern District.

## Manitoba Federation of Labour

Establishment by the Canadian Labour Congress of a court to rule on jurisdictional disputes was recommended by the Manitoba Federation of Labour at its seventh annual convention, held in Winnipeg on October 6 to 8. The 220 delegates also voted approval of the present CLC code of organizing practices.

The convention gave approval to an increase in per capita tax, and decided to make the secretary-treasurer's position a full-time one. To fill it, delegates elected their president of the past five years, Joseph "Jimmy" James.

The proposed court for jurisdictional disputes would be formed of national and provincial labour panels that would deal with "inter-union action." The panels would investigate promptly and would make recommendations to the Congress and to the local unions concerned.

The convention declared that the CLC had been "outstandingly successful" in bringing about a high degree of harmony in dealing with disputes, but that a court would strengthen the hand of CLC officers in resolving questions of jurisdiction.

In another resolution, the delegates urged the provincial and federal governments to assume joint responsibility for the cost of

public schools, to work out a uniform curriculum for all Canada and to establish higher educational and technical training facilities north of the 53rd parallel.

They also recommended that young people should continue to be covered by their parents' medical insurance as long as they were studying and had no means of livelihood of their own. At present coverage ceases on completion of the nineteenth year.

A resolution urging the Manitoba Government to raise the minimum wage in the province to a uniform \$1.25 was passed unanimously. The minimum rates were recently raised from 60 cents an hour to 66 cents in urban districts and from 54 to 61 cents in rural districts; the delegates described these rates as a "disgrace."

President James accused the provincial Government of making its industrial decentralization policy a device for keeping wages low. He said that encouraging industry to move to rural areas gave business a chance to pay lower rates.

The delegates passed a resolution calling for a 40-hour work week across Canada, with two shifts on large projects. Shorter hours should mean no reduction in take-home pay, they said.

The convention urged the provincial Labour Relations Board to change voting procedures so that in certification votes the support of a majority of those voting, instead of a majority of those entitled to vote, would be sufficient for certification.

In another resolution, the delegates unanimously urged all member nations of the United Nations to "apply economic sanctions against the Union of South Africa." A second resolution urged Manitoba to discontinue the sale of South African wines and brandies.

The convention passed 19 recommendations to the Government regarding improvements to the Workmen's Compensation Act. It also approved resolutions concerning portable pensions, and the formation of co-operatives in the province's fishing industry. It recommended licensing changes under the Highway Traffic Act, that Indians should be "integrated" and given more educational help, that all contractors should be licensed to ensure their competence and reliability, and that the provincial Government should be urged to ensure that true interest rates are shown in all loans and in all carrying charges by merchants.

At the beginning of the convention, the delegates had to decide whether to continue their meetings at the Royal Alexandra Hotel, a Canadian Pacific Railway hotel. Some union groups wanted to boycott the hotel to back up striking employees at the CPR's Royal York Hotel in Toronto. The Federation's executive recommended against proposals to remove to another site.

The delegates overwhelmingly voted to remain at the Royal Alexandra, but decided to cancel a banquet that had been arranged at the hotel and to turn over the money saved to the Royal York strikers.

Some members of the International Union of Mine, Mill and Smelter Workers, including Vice-President William Kennedy, were denounced by Peter McSheffrey, Federation Secretary-Treasurer, for abusing their visitors' privileges at the convention by distributing printed matter to the delegates containing what Mr. McSheffrey called "a dirty and scurrilous attack on our National President, Claude Jodoin." (The Mine-Mill Union has been expelled from the CLC and was not entitled to send delegates to the convention.)

The printed letter that had been circulated implied that Mr. Jodoin was behind the "raiding" of the Mine-Mill's Sudbury district locals by the United Steelworkers. The convention by a standing vote went on record as condemning the attack on Mr. Jodoin, only half a dozen delegates rising in favour of the Mine-Mill's printed matter.

Speakers at the convention included: Hon. J. B. Carroll, Minister of Labour for Manitoba; Rudy Usick, President of the Manitoba Farmers' Union; Most Rev. G. B. Flahiff, Roman Catholic Archbishop of Winnipeg; Grant McLeod, President of the Winnipeg Labour Council; and Cliff Scotton, Editor of *Canadian Labour*, who represented CLC President Claude Jodoin.

### Elections

The convention voted to employ a full-time secretary-treasurer. Joseph "Jimmy" James, international representative of the Amalgamated Clothing Workers, stepped down from the presidency, which he has held for the past five years, to accept nomination as the organization's first full-time secretary-treasurer. He was elected without opposition.

Among the delegates there was a strong movement in favour of retaining the position of secretary-treasurer as a part-time, honorary office. But the incumbent, Peter McSheffrey, a member of the Flin Flon Labour Council who has been conducting the business of the Federation from Flin Flon, said he favoured expansion of the organization's activities, and with the establishment of a Winnipeg office and a paid post, he would have had to move to Winnipeg. But he had already announced that he could not leave Flin Flon.

When Mr. McSheffrey announced his intention of resigning he was given a three-minute standing ovation.

A. A. "Bud" Franklin was elected President in succession to Mr. James by 115 votes to 88, in a contest with Sam Goodman, the Federation's Second Vice-President. Donovan Swailes was elected First Vice-President.

The five area vice-presidents elected were: Les Butterworth, Winnipeg; Henry Schellenberg, Flin Flon; James Nichols, Brandon; A. C. Ross, Pine Falls; and Mike Sedik, Selkirk. All except Messrs. Butterworth and Ross were former incumbents.

## Saskatchewan Federation of Labour

A provincial medical care plan responsible to the people was called for in a resolution unanimously approved by a standing vote of the 175 delegates who attended the sixth annual convention of the Saskatchewan Federation of Labour, held in Saskatoon on September 28 to 30.

The convention also unanimously supported the minority report of Walter Smishke, Federation Executive Secretary, their representative on the province's advisory planning committee on medical care (Thompson Committee), in which he had opposed four recommendations in the majority report: the establishment of an independent commission to administer the provincial medical care plan, the levying of deterrent fees, payment of doctors on a fee-for-service basis, and direct personal premiums.

Delegates said the majority recommendation of the Committee would establish a committee dominated by doctors, which would be responsible to no one; that fee-for-service payments would lead to quantity of medical care rather than quality; and that deterrent fees and personal premiums would keep some who needed help from getting it.

The Executive Council recommended that unions should demand that employers pay any premium required under the provincial Government's proposed compulsory medical care scheme. Where employers now paid premiums for medical services, on behalf of employees, any savings as a result of a government plan should be passed on to the employees in the form of higher wages or increased benefits, the Council said.

The delegates agreed that the hospital rates board should take part in collective bargaining, along with the hospitals and their trade union employees, if it insisted on a policy that interfered with the basic rights of the workers in this respect. The Executive Council said that the board early this year had directed hospitals to keep their budgets within such bounds that increased payments by the Saskatchewan Hospital Services Plan would not exceed 3 per cent of the budgets approved for the various hospitals in 1960. This directive was said to have been made an excuse by the hospitals for a wage freeze on their employees and to have nullified free collective bargaining.

In the two final sessions of the convention the Federation disposed of 116 resolutions. Resolutions adopted asked the provincial Government to:

—Make a critical review of the Apprenticeship and Tradesmen's Qualification Act.

—Enact legislation to provide free textbooks for all students, and to standardize textbooks with the object of eliminating unnecessary expense.

—Include a comprehensive study of the trade union movement in the curriculum of all public and high schools.

—Require all teaching hospitals to open their nursing classes to male as well as female students.

—Assist in building additional technical schools where necessary, in co-operation with local school boards.

—Persuade municipalities to participate in the construction of low cost housing, and assume the municipal costs if the municipalities refused to co-operate.

—Allow no imports of beer into the province until the demand exceeds the output of Saskatchewan breweries.

—Bring rural telephone lines under public ownership through Saskatchewan Government Telephones.

—Exempt from the 3-per-cent sales tax all educational supplies, children's clothing and footwear.

In the federal jurisdiction, the convention asked the Canadian Labour Congress to seek a comprehensive program of social security; requested a distribution of surplus food and clothing to needy families; sought universal unemployment insurance, with benefits increased to two thirds of previous earnings, with benefits allowed during illness, and with full benefits paid from public funds for the unemployed who could not qualify or who had exhausted benefits; and asked that old age pensions be raised to \$85 a month payable at 65 years of age.

The convention requested that income tax exemptions be raised to \$2,000 for single persons, \$4,000 for married couples, with \$500 for each child, and \$1,000 for each child attending technical or high school, or who was handicapped or retarded.

The delegates approved resolutions asking for legislation to guarantee workers the necessary leave of absence to run for, or hold public office, with protection of seniority and other rights during the leave period; and to make every election day a paid public holiday.

The convention recommended that the federal and provincial Governments take steps to check discrimination against Indians, Metis and Eskimos; and make it illegal for an employer to dismiss an employee because he would not cross a strikers' picket line.



At a special meeting on the last day of the SFL convention, the Saskatchewan Association of Civil Servants decided to withdraw from membership in the Federation because of a jurisdictional dispute with the National Union of Public Service Employees, another CLC affiliate. The Association, with 6,500 members, was the largest single unit in the Federation.

Total membership of the Federation now stands at about 28,500, in 205 affiliated local unions.

The delegates went on record as favouring a moratorium on mortgage payments on NHA and CMHC loans in the case of those who are unemployed.

In a five-point resolution, the convention called on the Canadian Government to: refuse to equip Canadian forces with any type of nuclear arms; refuse permission to any country to store nuclear weapons on Canadian soil; work toward an immediate prohibition of all testing and manufacturing of nuclear weapons; eliminate present defence spending quickly with a view to using the money thus spent in improving the social welfare of the people of Canada; and work through the United Nations to preserve the peace of the world, while supporting the admission of all nations to that body.

Two resolutions were approved that called for legislation prohibiting a firm from hiring any new employees after its employees had gone on strike, and requiring the return of strikers to work on a strict seniority basis.

#### **Executive Council's Policy Statement**

"Unemployment is the direct consequence of the basic evils of the so-called free enterprise system," the Executive Council said in a policy statement issued to supplement the resolutions passed by the delegates. Free enterprise and the governments supporting that system have proved incapable of providing full employment except in time of war or preparation for war, the statement continued.

The recent stop-gap plans for winter work and do-it-now campaigns were ineffective. These plans had provided seasonal work in Saskatchewan for only 1 per cent of the non-agricultural labour force, whereas there were about 8.5 per cent unemployed the year round.

The Council recommended that the Saskatchewan Government enact a Full Employment Act provided for the establishment of a Central Economic Research

and Planning Committee, raise the minimum wage to \$1.25 an hour and reduce the hours of work to 40 a week, establish a comprehensive, universal and portable contributory pension plan and a sick pay plan, increase health and welfare benefits, expand public works programs, and establish a more aggressive program of vocational training and retraining. The convention later passed resolutions urging the same things on the provincial Government.

The resolutions committee did not concur in a resolution requesting the provincial Government to make it unlawful for a person to work at more than one job, or to hire a person who already had a steady job. The committee thought that legislation would not provide a solution to the "moonlighting" problem.

#### **President's Address**

In his presidential address, F. W. McClelland said full employment would come through a planned economy. The elimination of women workers would not solve the problem of unemployment.

He called for a 35-hour work week with maintenance of take-home pay, coupled with a better control of overtime, to be instituted immediately by the Legislature; and greater holiday-with-pay benefits than were now obtained by workers. He recommended federal legislation to give workers four weeks' paid holidays after five years' employment. Miners, and others who work in uncongenial places, should be given five weeks, he said.

Regarding recreation for these longer periods of leisure, the SFL President suggested "low-cost, federal Government-controlled and operated health resorts." Provisions for holidays with pay should be on a national scale.

#### **Hon. W. G. Davies**

Hon. W. G. Davies, Saskatchewan Minister of Public Works, who was Executive Secretary to the SFL for 14 years before he entered the Cabinet, suggested that the Saskatchewan Productivity Council, now being formed as an offshoot of the national body, might more aptly be termed the Saskatchewan Productivity Distribution Council. He thought that the distribution of the fruits of production was more of a problem than any in the actual production field.

Other speakers were Hon. T. C. Douglas, then Premier of Saskatchewan and leader of the New Democratic Party; H. S. Elkin, Deputy Minister of Labour for Saskatchewan; and William Dodge, Executive Vice-President of the Canadian Labour Congress.

## Elections

Fred McClelland, Saskatoon, was re-elected President of the Federation; Ivan Moore, Regina, was re-elected Secretary-Treasurer; Mike Germann, Saskatoon, and Len Wallace, Regina, were elected Vice-Presidents.

## Nova Scotia Federation of Labour

The position of the Dosco steelworkers and the low wages of hospital workers were two of the main questions discussed by the Nova Scotia Federation of Labour during its three-day annual convention in Kentville on September 25 to 27.

The delegates adopted a resolution urging the Federation to demand that immediate steps be taken by federal, provincial, and municipal governments to summon Avro officials to meet for the purpose of entering into some definite commitment for the future of Nova Scotia and its economy. The convention contended that Avro's Nova Scotia operations were capable of yielding profitable returns, provided that confidence and aggressive leadership were given by the company's head offices.

Immediately after the resolution had been adopted a special committee was set up to devise a program and make recommendations before the close of the convention. The committee, under the chairmanship of Don Nicholson of the Canadian Brotherhood of Railway, Transport and General Workers, brought in a resolution recommending that the Federation advance and support all measures aimed at bringing about:

- A board of planning for regional industrial development and employment, operated by the federal Government in consultation with the provinces;

- Full authority for this board to inquire into, and give full publication to information pertaining to industrial development and employment in this area;

- A capital development fund adequate to provide for economic welfare in the private, public and co-operative sectors of the Atlantic economy;

- Trading and fiscal policies designed to coincide with the geography, natural resources and assets of the area;

- International credits to underprivileged nations within the Colombo Plan and other UN programs to stimulate Atlantic growth;

- Adequate industrial and technical training provision for displaced workers and for youth; and

- Adequate measures for rehabilitation and relocation in both community and employment fields.

The convention's main concern in connection with Dosco has been the laying off of more than 1,100 men at the Sydney steel plant at a time when basic steel plants in Ontario are experiencing full employment and Nova Scotia mining communities are undergoing hardship as a result of A. V. Roe's program of closing mines.

The convention passed a resolution calling for direct collective bargaining with Government hospital committees, and the Federation's executive was instructed to approach the Minister of Labour regarding the machinery for negotiating wages of hospital employees.

The delegates were told that collective wage agreements had been successfully negotiated between a number of local hospital boards and union representatives, but that when the hospitals' budgets had gone before the Hospital Commission no money had been allowed for increased wages. Speakers said they had been told that local hospital boards were free to negotiate regarding wages and to pay what wages they liked, but that the Commission would allow only what it thought fit.

"The Nova Scotia Federation of Labour will continue to press for adequate labour representation on all government boards or commissions having an influence over employment matters," Federation President Ed Johnston said. He declared that one of the reasons for the "appallingly low" wages paid in hospitals under the direction of the Nova Scotia Hospital Commission was that labour was not represented on that body.

After heated debate, the convention approved an increase in the per capita tax from 5 cents to 7 cents. The executive had asked for an increase to 8 cents.

Re-affiliation of the United Mine Workers with the Canadian Labour Congress will be considered at the next meeting of the executive, Jack Delaney, international board member of the union, told the convention.

In other resolutions, the convention instructed the Federation executive to urge the provincial Government to:

- Establish immediately a Royal Commission to inquire into A. V. Roe's interests in Nova Scotia.

- Declare Pictou County and Cape Breton depressed areas, and provide relief measures similar to those provided for unemployed miners.

- Declare, in co-operation with the federal Government, a moratorium on mortgage payments on NHA and CMHC loans while the mortgagor is unemployed.

- Enact legislation to provide adequate severance pay to all workers laid off through automation.

- Introduce legislation setting maximum hours of employment and outlawing compulsory overtime.

- Establish supplementary pensions of at least \$20 a month to persons receiving the federal old age pension.

- Proclaim the Male Minimum Wage Act without further delay.

- Initiate discussions with the federal Government with the object of introducing a national portable pension plan.

- Change the Vacation With Pay Act to provide for one week's vacation after one year's service, two weeks after three years, three weeks after 15 years, and four weeks after 25 years.

- Enact legislation to control excessive rates of interest "charged by many finance and loan companies."

- Appoint a non-partisan labour representative to the Hospital Commission, to be nominated by the Federation.

The delegates instructed the executive to urge the federal Government to:

- Establish by law the 40-hour week for all Canadian workers.

- Increase old age pensions to correspond with present-day living costs, lower the age limit to 60 years, and pass legislation regarding portability of pensions.

- Amend the Family Allowance Act to include all children over 16 years of age who are still attending school.

- Re-evaluate family allowances.

The convention opposed further testing of nuclear weapons, and urged that income tax exemptions be raised to \$3,000 for a married and \$1,500 for a single person, with a minimum exemption of \$400 for each child.

Other resolutions instructed the Federation to press for:

- Amendment of the Unemployment Insurance Act to increase benefits to \$40 per week for married and \$30 for single persons, to cover all categories and occupations, provide for payment of benefit for all holidays except Sundays, abolish the waiting period, and allow payment of benefit during illness.

- Immediate restoration by the federal Government of the Unemployment Insurance Fund to a safe working level.

- Processing of the country's natural resources in Canada, where possible.

- A standard work week of five six-hour days.

### **Hon. Stephen Pyke**

Hon. Stephen Pyke, Minister of Labour for Nova Scotia, told the delegates that expansion in trade and industrial training during the next few years "will be unprecedented in the history of the province." In addition to those already announced for Halifax and Sydney, consideration was being given to the building of vocational schools in other parts of the province, he said.

Mr. Pyke also announced plans for considerable expansion in training courses for the unemployed. He thought one thing that prevented people from seeking this type of training, especially when they had exhausted their unemployment insurance benefits, was the low scale of allowances now being paid to those undergoing training.

He reported that negotiations were then going on with the federal Government with a view to increasing these allowances (L.G., Nov., p. 1137).

He had been authorized by the Premier to inform them that an advisory council on manpower training for the province was to be established in the near future, to which the Federation and District 26, United Mine Workers, would be asked to nominate representatives.

### **Gerald A. Regan**

The interpretation of seniority clauses in collective agreements gives rise to more cases for arbitration boards than any other single issue, said Gerald A. Regan, Windsor barrister. But there are many thousands of workers in the province employed in units too small to be organized who lack the protection of seniority rules, he pointed out.

The time had come when the principle of seniority should be extended to all Nova Scotian workers who have not the benefit of union representation. He believed that there should be legislation to forbid an employer to dismiss a long-term employee



in favour of a younger man who might be half a step faster, as long as the veteran employee could still perform his duties adequately.

Mr. Regan described such legislation as a logical extension of that relating to fair employment practices, minimum wages and paid vacations. This seniority protection was needed today when management might be tempted to replace an older worker from the swollen ranks of the youthful unemployed, thus eliminating any pension responsibilities to the older employee and cutting the risk of absence on account of illness. He gave warning that it would be needed more in the future as the squeeze of automation became more acute.

### Other Speakers

Claude Jodoin, President of the Canadian Labour Congress, assured the delegates that if the New Democratic Party ever formed the Government, the CLC would hold itself free to criticize, castigate, and if necessary chastise it, and would always reserve the right to do so.

Mr. Jodoin said that there was room for a mixed economy, with crown corporations alongside free enterprise, providing the latter gave good working conditions and benefits to employees. The CLC believed that a social and economic council was needed to plan ahead to secure full employment.

Malcolm MacInnis of St. Francis Xavier University extension department told the delegates that what was needed today was massive doses of democracy in the economic, and thus in the political field. Control and power must be decentralized, he said, by finding a way to diffuse private ownership of capital and to make the management of economic and political institutions responsive to the will of the people.

He said the co-operative movement was the key to economic and political democracy. "The co-operative movement makes people direct participants in economic

affairs. This is the way to put democracy into the economy, to make competition the vital factor it should be."

D. M. Storey, legislative representative of the United Steelworkers, said he was sick and tired of hearing some of the leaders in industry and government advising organized labour how they should increase productivity, when at the same time many workers were laid off, and many warehouses were bulging with unsold goods.

He stated emphatically that organized labour was not opposed to increased productivity, but did oppose, and would continue to oppose a productivity council "set up to increase productivity without giving any real thought to what is to be done with the workers who are replaced as a result of this increased productivity."

What was needed, he argued, was a committee on which organized labour, management and government would be equally represented, "that will deal with the problems, not only of productivity, but of replacement jobs and training, so that people will be able to find new jobs as they are needed."

Organized labour, he said, must fight for legislation that would prevent an employer from refusing to employ a man because he was beyond a certain age. Portable pensions were another thing that would have to be fought for so that a man could move from one job to another.

### Elections

Ed Johnston, Sydney, was re-elected President, and Sinclair Allen, Halifax, was elected Secretary-Treasurer, in succession to Tom Shiers, Windsor.

Vice-Presidents re-elected were: John Lynk, Dominion; Donald Murphy, New Glasgow; Keir Milligan, Truro; Charles Parker, Aylesford; and G. A. Webber, Brooklyn. Roy Keeke was elected Vice-President for the Halifax area in succession to Sinclair Allen, and Leo MacKay, Stellarton, was elected full-time representative.

## New Brunswick Federation of Labour

At its fifth annual convention, held in Moncton on August 28 to 30, the New Brunswick Federation of Labour decided to support the principles and policies of the New Democratic Party, but not to affiliate with it.

Other resolutions were passed concerning the establishment of a provincial industrial research council, the enlargement of reform institutions and the rehabilitation of prisoners, extension of the Hospital Services Plan, and other matters.

Speakers at the convention, which was attended by some 200 delegates representing about 180 local unions and district councils, included: Hon. K. J. Webber, provincial Minister of Labour; Hon. Henry G. Irwin, Minister of Education; Hon. John Hugh Flemming, federal Minister of Forestry; C. B. Sherwood, opposition leader in the New Brunswick Legislature; and William Dodge, Executive Vice-President of the Canadian Labour Congress.

The whole executive was returned to office.

A resolution that would have approved affiliation of the Federation with the New Democratic Party was rejected by the resolutions committee. By the substitute resolution finally adopted, the Federation decided to "adopt the policy of the Canadian Labour Congress and endorse the principles and policies of the New Democratic Party without direct affiliation."

The delegates were sharply divided on this issue, and at one point referred the resolutions committee recommendation back for further consideration.

The resolution concerning the industrial resolution council directed the Federation to make strong representations to the provincial Government urging the establishment of such a body with the ultimate aim of increasing manufacturing in the province.

Other resolutions instructed the Federation to:

—Request the provincial Government, once again, to enact legislation establishing a minimum wage of \$1.25 an hour, with overtime at time-and-a-half after 40 hours a week.

—Urge that the facilities of the Central Reformatory be extended to accommodate a greater number of prisoners and that every effort be made to rehabilitate the prisoners; to urge consideration of the building of new Boys' Industrial Homes and to ask the Government to implement the federal Juvenile Delinquents' Act so that juvenile courts may be set up throughout the province. (These resolutions supported stands that had been taken previously by the John Howard Society of New Brunswick, and were submitted by the Saint John District Labour Council.)

—Request the provincial Government to pass legislation putting into effect an occupational illness plan for all permanent members of the Moncton Fire Department.

—Petition the New Brunswick Government to extend the Hospital Services Plan to provide free dental and optical care for all children until they leave school.

—Present a brief to the Royal Commission on Education in New Brunswick emphasizing the need for another college in the province.

—Urge the provincial Government to provide school books free to all students in grades up to and including Grade 13, to provide loans free of interest to students who want to attend college, to devise a system of driver training to be taught in

every school in the province, and to have Moncton included among the cities for which the cost-of-living index is published, so that a more accurate index can be determined for the Maritime Provinces.

—Petition the federal Government, through the CLC if necessary, to construct the necessary shelters for protection of the population in case of an atomic war.

A statement by Premier Smallwood of Newfoundland that tended to throw the blame for many of that province's forest fires on the International Woodworkers was branded by CLC Executive William Dodge as entirely without foundation, and the convention passed a resolution stating that the Federation "publicly denounces Premier Smallwood for his false and malicious insinuations against organized labour."

In an address to the convention, President James Whitebone denounced patronage in provincial politics as "a vicious and outdated institution which perpetuates the old belief that 'to the victor belongs the spoils.'" He said that it was wrong to blame any particular government for the system because it had been practised to a greater or less degree since the beginning of history. But labour, he said, should maintain its opposition to such a system.

Mr. Whitebone's remarks were made in connection with labour's action on the dismissal of a number of provincial Government public works employees after the June 1960 election. An investigation was made after the Federation raised the matter with the Government and the investigators had come to the conclusion that those dismissed had actually taken part in politics in opposition to the new government.

#### Hon. K. J. Webber

The new Female Employees' Fair Remuneration Act was explained by Hon. K. J. Webber, provincial Minister of Labour, in an address to the convention. The new equal-pay-for-equal-work act came into effect on September 1. Mr. Webber pointed out that the effectiveness of the new act depended on the registering of complaints by employees.

After discussing various other amendments to legislation, the Minister turned to the new Federal-Provincial Technical and Vocational Training Agreement. The agreement, he said, was designed to stimulate the development of the technical and vocational training programs of the provinces.

The inadequate level of skill was a serious matter in New Brunswick and in Canada as a whole, but "we will shortly have the

physical capacity in terms of training facilities to face up to these problems," Mr. Webber said.

#### Other Speakers

Hon. Henry G. Irwin, New Brunswick Minister of Education, said that the new technical school now under construction in Moncton would be ready for use by September. Some 650 students had already been enrolled.

Mr. Irwin referred also to plans for construction of new trade schools in Bath and St. Andrews, and he said that they might be ready for operation within the next two years.

C. B. Sherwood, opposition leader in the New Brunswick Legislature, said that in New Brunswick there were thousands of

people who were "seeking the ways and means for self-improvement. They require help. We have thousands of people who, lacking the skills of a trade or profession, are barely eking out a living." He contended that it was the responsibility of governments, management and organized labour to help these people.

#### Elections

James A. Whitebone was re-elected President and Yvon Lancetin re-elected Secretary-Treasurer. The following Vice-Presidents were returned: Ralph J. Boyd, Moncton; Frank W. Murray, Saint John; Aurele Furlotte, Dalhousie; Roland Blanchette, Edmundston; Phillip Booker, Fredericton; and Michael Kenney, Newcastle.

## Newfoundland Federation of Labour

The annual convention of the Newfoundland Federation of Labour, attended by about 100 delegates, met from August 14 to 17 in Grand Falls, where the Federation's first convention was held 25 years ago.

Special guests at the convention included: Stanley Knowles, Executive Vice-President of the Canadian Labour Congress; Tom Ward, CLC Director of Federations and Councils; Ed Finn, Jr., President of the Newfoundland Democratic Party; and A. G. Duggan, Grand Falls, the Federation's first president and one of the founders of organized labour in Newfoundland.

President Esau Thoms, in his opening day remarks, attacked Premier Smallwood and his Government for "enacting a law which deprived a *bona fide* trade union of its rights to represent the loggers of Newfoundland." He said that the trade union movement did not condone illegal picket line incidents, but that there appeared to be no precedent for the way in which the power of the Legislature had been used to take away a union's legal rights.

He asserted his own opinion and that of the labour movement was that the Newfoundland Government had been morally wrong in taking sides to the extent of decertifying the International Woodworkers of America.

Approval of the action of the Canadian Labour Congress in supporting the New Democratic Party was voted by the convention. The vote followed speeches by Ed Finn, Jr., President of the Newfoundland Democratic Party, and Stanley Knowles, Executive Vice-President of the Canadian Labour Congress.

When the convention was discussing a resolution that it should devote a day to discussion of the role that labour should play with respect to the new party, Steve Neary, president of the office workers of Bell Island, opposed the motion. Mr. Neary, who for part of 1960 had been caretaker president of the Federation, said he had come to "attend a labour, not a political convention."

The resolution was adopted by a vote of 60 to 7.

The convention adopted a resolution that the Federation continue to support the IWA in its efforts to become bargaining agents for Newfoundland loggers. The resolution also condemned the United Brotherhood of Carpenters and Joiners for its action in the dispute, and decided to document fully the complete story of the "Carpenters' officials underhand plot" against the Newfoundland loggers and the IWA.

W. J. "Joe" Gillies, Secretary-Treasurer of the Federation, supporting the resolution, said it was the bounden duty of the convention to stand behind the IWA in its efforts to gain reinstatement as the loggers' representatives at the bargaining table. He asserted that a basic principle of trade unionism—the right of any working man to choose his own union—was at stake.

Jack McCool, IWA organizer, contended that the vast majority of Newfoundland loggers still supported the IWA. But when "Smallwood formed the Newfoundland Brotherhood of Woods Workers" the IWA representatives had advised the loggers to join that organization "rather than see them idle, and their wives and children hungry."



In other resolutions the convention decided to:

—Increase the per capita tax of the locals from 4½ to 7 cents for the first 500 members and to 6 cents for the remainder.

—Spend a sum of \$1,500 in addition to the already lent in an effort to revive publication of the weekly labour journal, *Examiner*.

—Establish a union label committee.

—Seek to get the CLC constitution amended to give the Congress wider powers in settling jurisdictional disputes.

Other resolutions adopted at the convention urged that minimum wage rates be increased from the present 35 cents an hour for women and 50 cents an hour for men to 70 cents and \$1 respectively; called for a thorough study of workmen's compensation benefits with a view to bringing them more into line with today's high living costs; and asked that old age pensions be increased to \$75 a month.

The Federation resolved to:

—Call for transfer of the whole telephone system of Newfoundland to a publicly owned utility company.

—Ask the provincial Government to enact legislation making it compulsory for owners of wood lots to implement a pro-

gram of reforestation on burnt and cut-over areas.

—Seek legislation to ensure that all grocery and confectionery store employees are inspected by the Board of Health, and that all bread and confectionery sold in the province is wrapped.

—Request the federal Government to make strong representations to the provincial governments to bring about a lowering of the price of drugs.

—Ask the seven Newfoundland members in the House of Commons to request that ships of foreign registry be barred from taking part in coastwise Canadian trade.

—Ask the CBC to establish a television station in St. John's.

### Elections

All except one of the Federation's officers were re-elected. Lester Farewell failed to gain re-election as a vice-president.

President Esau Thoms was returned without opposition. All other positions were contested.

W. J. Gillies was re-elected Secretary-Treasurer. Vice-Presidents who won re-election were: Larry Dobbin, James Mullett and Calvin Normore. Albert Ash was the victor over Lester Farewell for the remaining vice-presidency.

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Two Canadians were among the delegates to the Conference of the Business and Professional Women of the Americas held from November 23-26 in San Juan, Puerto Rico. They were Miss Una MacLean, President of the Canadian Federation of Business and Professional Women's Clubs, and Miss Margaret McIrvine, Co-ordinator of Women's Employment, National Employment Service, who is Honorary Secretary-Treasurer of the Federation.

The aim of the Conference, which was convened by the National Federation of Business and Professional Women's Clubs of the United States, was to increase mutual understanding among businesswomen in the Americas through discussion of common problems. Two delegates were invited from each country in the hemisphere.

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# The Canadian Chamber of Commerce Submits Annual Brief to Cabinet

Warns Government against further extension of Canada's present welfare program until economy once again growing at a sound and satisfactory rate, asserting that any major increase in welfare expenditures would retard economic growth

The Canadian Chamber of Commerce, in its annual submission to the Cabinet, warned against further extension of Canada's present welfare program until the economy was "once again growing at a sound and satisfactory rate." The warning came in the part of the brief that dealt with government economic policies.

"Under existing conditions, there is a serious danger that any major increase in welfare expenditures, which imply increased tax burdens, would retard rather than advance economic growth," the Chamber added.

It said it was in favour of a well-balanced program of social welfare of a scope consistent with what the economy can afford without damaging the enterprise system that produces the tax revenue to support welfare payments.

Government economic policies should be re-examined to bring about effective co-ordination in order to promote productivity and vigorous economic growth. The submission said there was a growing recognition that monetary and fiscal policies must be carefully co-ordinated if they are to be of maximum effectiveness.

The Chamber called for close and constant surveillance of government spending, and for a thorough study of the tax structure with a view to ensuring that necessary revenues are raised in ways that are least detrimental to the economy, and with the objective of reducing the total tax burden as opportunity offers.

"In time of depressed or declining business conditions it may be desirable to put the budget into a controlled deficit by tax reductions, additional spending programs, or a judicious combination of the two. In times of overly rapid expansion a controlled surplus achieved by reductions in expenditures or increases in taxes can restrain inflationary pressures.

"Encouraging research and development and improving the skills of the Canadian labour force merit attention," the Chamber stated. "Ways must be found to get the various elements of the community—management, labour, agriculture, consumers—to recognize their mutual responsibilities and interests. A co-ordinated approach would do much to restore a satisfactory rate of economic growth in the country."

The Government should not compete in areas that are being or can be served adequately by private business. The Chamber made specific recommendations on this point, including suggestions that the sale of annuities be discontinued and that the production of the Government Printing Bureau, except for that portion required for Parliamentary proceedings and confidential documents, should be turned over to private business on a competitive basis.

In a section of its brief headed "Human Resources," the Chamber urged Canadian businessmen to work with educational authorities and Departments of Labour in establishing and maintaining an effective technical and vocational training program, including apprenticeship training, both in public institutions and within industry in order to retrain and upgrade the qualifications of the Canadian work force. "Special emphasis should be devoted to methods of improving apprenticeship training plans, as many of these are not now effective," it stated.

The Chamber made the same recommendations on employer-employee relations—concerning compulsory union membership, sympathy strikes, secondary boycotts, chairmen of conciliation boards, etc.—as it made in its brief last year (L.G., Dec. 1960, p. 1285).

It asked the Government to re-examine Canada's trading position in the light of Britain's application to join the European Economic Community, "not only with a view to safeguarding our interests under the Commonwealth trade agreements but also with a view to enhancing the new opportunities" that Britain's joining the Common Market might offer.

Among other things, the Chamber's submission also asked the Government to:

- continue to consult with the Government of the United States to ensure continental utilization of energy resources beneficial both to Canada and the United States;

- encourage the export of electric power under long-term licenses with such recapture provisions as may be found desirable by the National Energy Board;

*(Continued on page 1292)*

## Statistical Report on Rehabilitated Persons

Of 1,614 persons reported as rehabilitated in 1960-61, total of 1,254 became regularly employed in business and industry, 80 set up own business, 25 became employed in sheltered environment, and 23 enabled to undertake work at home

With the co-operation of Provincial Rehabilitation Agencies it is now possible to obtain complete information regarding the vocational rehabilitation of many of the disabled persons in the various provincial rehabilitation programs. Where possible, such reports are completed at the time when active rehabilitation services have terminated and after a suitable period of follow-up has revealed that these individuals have reached definite "rehabilitation status."

A total of 1,614 reports of rehabilitated persons was received from the provinces in 1960-1961. Of the total, 1,254 became regularly employed in business and industry; 80 persons set up in business for themselves in such trades as watch repair, shoe repair, barbering and hairdressing; 25 became employed in a sheltered environment; 23 were enabled to undertake some homebound employment; and 232 of the very severely disabled were enabled to undertake their own care.

A variety of services were required to assist these individuals to assume their places as contributing members of society. These included counselling, and medical, surgical and psychological care. Prosthetic appliances were provided for 285 individuals.

Reviewing the economic factors, of the total of 1,614 cases 74 per cent were dependent on relatives or public assistance and 1,276 dependents were affected. The cost to the public purse was estimated to be \$954,304 annually. After rehabilitation the estimated total annual income for the group is in the neighbourhood of \$2,730,000.

A study of the educational qualifications shows that 884 had not gone beyond elementary school and only 76 had received education above junior matriculation. Only 46 had had previous vocational training. In the course of their rehabilitation 699 received vocational training. Types of training included trades and service occupations such as hairdressing, barbering, shoe repairing, nursing assistants and orderlies, and training in business occupations, as typists, stenographers, bookkeepers, etc. A few persons received training in professional fields as teachers, nurses, accountants or draughtsmen.

Before they were accepted for rehabilitation services, 397 of these individuals had

never been employed, 307 had been employed as unskilled labourers, 123 semi-skilled, 103 skilled. One hundred and thirty-four were engaged in agriculture, fishing or forestry. Service occupations gave employment to 279 and sales or clerical occupations to 222, and 49 were in the professional or managerial field.

After rehabilitation, 85 are engaged in professional or managerial occupations, 410 in sales and clerical work, 364 in the service occupations, 64 remain in agriculture, fishing or forestry, 114 as skilled workmen, 131 as semi-skilled and 214 in unskilled labour.

The age range of these disabled individuals extends from youth to old age. More than 45 per cent are under 30 years of age and another 562 between 30 and 50 years of age. More than one third are women.

### Canadian Conference on Physiotherapy

The Canadian Conference on Physiotherapy was recently convened in Toronto to consider the role of physiotherapists and the increasingly important part they play in meeting the health needs of an expanding nation. Jointly sponsored by the Association of Canadian Medical Colleges, the Canadian Association of Physical Medicine and Rehabilitation, and the Canadian Physiotherapy Association, the Conference brought together a representative group from university medical schools, medical specialties and physiotherapists to explore present-day needs and facilities and to plan for the future with a view to providing adequate service to meet the requirements of an increasing population.

The Conference considered the existing ratio of physiotherapists to population in Canada and how it compared to that in other countries. They examined existing training facilities and the possibilities of extending or revising training programs. Considerable attention was given to possibilities of expansion of training facilities as well as the recruitment and feasibility of attracting more male students.

A continuing committee was established to draft a report of the findings of the Conference and to collect further data on future requirements and training of physiotherapists.



## Replies to Minister's Letter Analysed

More than 3,000 replies received to enquiry regarding hiring and retention of older workers. Articles based on analysis of replies, by industry, have now been prepared and will soon appear in trade journals and business magazines

The problem of the older worker has been a subject for serious concern, both nationally and internationally, and is universally recognized today as one of the major problems among the many related to aging.

During the past few years a great deal of information has been published relating to the hiring and retention of older workers. Data has been made available from research into many aspects of the social and economic problem of the older worker.

All this published material has undoubtedly played an important part in reducing age discrimination arising from prejudice in favour of youth. Enlightened employers now assess an individual's worth on the basis of ability, not age.

The Department of Labour had for some time recognized, however, that there was one area in which there was a lack of specific information: How did companies and specific segments of industry regard the mature individual? It was realized that only industry from its own experience could supply such information. Although a certain amount of knowledge had been gleaned from contacts with employers and from letters received over the years in the Department, there was not a sufficient quantity of current information on hand from which to draw valid conclusions respecting the role that could be played by the mature worker in modern industry.

Hon. Michael Starr, Minister of Labour, in discussing ways and means of obtaining such information, stated that the answers must be sought from those who knew—employers themselves. Therefore, he wrote to 45,000 employers across Canada seeking the benefit of their combined experience in the hiring and retention of older workers (L.G. 1959, p. 1172).

The response far exceeded anything the Department had anticipated. Replies were received from more than 3,000 employers. About 15,000 recipients of the letter were represented by the replies, as many head offices of organizations replied on behalf of all their branches, agencies and subsidiaries, each of which had received a letter from the Minister.

Most of the replies acknowledged that, in dealing with a social and economic problem such as the employment of mature

workers, the Department had gone to the right source—industry itself. The letters generally indicated that older employees were considered highly satisfactory.

Many of the replies were lengthy discussions of the problem from heads of companies, an indication of the great interest that was aroused by the Minister's letter. It has taken a great deal of time to analyse the mass of information contained in that number of replies, which came from virtually all segments of industry.

It would have required a 500- to 600-page volume to give a detailed report on the analysis. Therefore the Department thought it more practicable, and of greater value, to produce a separate report on each subsection of industry. In order to pass this information to as many employers in each section of industry as possible, arrangements are now being made for many of these reports to be published in the form of articles in trade journals and business magazines.

It is expected that these articles will begin to appear early in the new year. The articles will represent employers' viewpoints on and experience with the employment of mature workers, from coast to coast. Some of them will contain detailed and specific information resulting from actual experience with various matters such as pension plans, retirement, retraining, accidents and absenteeism. To the Department's knowledge, never before in Canada has such a mass of combined experience concerning older workers been assembled in readable form.

It is anticipated that some light may be thrown on some of the practical problems that arise in connection with the hiring and retention of mature workers. Many employers have successfully utilized the services of aging workers by re-assignment to other work if their physical capacities decline. These experiences, and others, are frequently described in the actual words of the employers.

It is hoped that this comprehensive information, broken down as it has been into subsections of industry, will prove of assistance to both management and labour in making a full utilization of the potential of Canada's valuable pool of older man and woman power.

## Trade Unions and Women

Second annual women's conference of the Ontario Federation of Labour attended by 60 women. Delegates told that women workers must be organized if labour movement is not to stagnate. Norwegian women unionists hold national meeting

Sixty women—trade unionists and wives of trade union members—attended the second annual Women's Conference of the Ontario Federation of Labour, held at Windsor the day preceding the OFL's annual convention. Most of the delegates were members of executive councils of local unions or women's auxiliaries. Delegates from labour councils of various cities in the province also participated. Most of the union members were clerical or stenographic workers; there were also some plant workers and a few hospital employees.

The president of the OFL, addressing the morning session, noted the tremendous increase in the number of women workers in the fast-expanding service industries. "Women workers must be organized," he warned, "if the labour movement is not to stagnate."

The Women's Committee of the OFL, set up last year, presented a progress report. It has a larger membership than other OFL committees, so that somewhat better distribution can be attained among areas and among unions. The Women's Committee during the year invited each labour council affiliated with the OFL and each union not otherwise represented to name a corresponding member to the committee. The chairman of the Women's Auxiliary Organizing Committee of the Canadian Labour Congress was also invited to attend all meetings.

The object of the Committee is to form a province-wide organization of women associated with the labour movement either as members or wives of members (L.G., Dec. 1960, p. 1290). The Committee has been considering how to enlist wives of union members not only to participate in union functions but also to work through community organizations "to present the good face of labour to other women in the community."

The Conference adopted a resolution requesting the OFL Executive Board to urge Labour Councils to include a representative from women's auxiliaries on their executives. A second resolution urged the Canadian Labour Congress and its affiliates to make provision for wives of trade union members to participate in all educational programs.

At the afternoon session, the Conference divided into two informal discussion groups,

one on women in employment, in particular economic problems and job opportunities, the other on women as consumers.

To begin the discussion, Mrs. Agnes Beckett, of the Women's Bureau, Department of Labour, outlined some of the current trends in women's employment. Further discussion was developed under the leadership of Miss Dorothy Haener, International Representative of the United Automobile Workers of America. Among the subjects debated was the position of the married working women in a period of general unemployment. Also discussed was the need for more adequate provision for day care for the children of working mothers; equal pay for equal work, calling into question the effectiveness of the enforcement procedures of the federal and eight provincial equal pay laws; and the adequacy of existing vocational training facilities for women. The group also debated whether discrimination on the grounds of sex should be covered by the fair employment practices legislation. It was generally believed that the addition of the word "sex" to the list of prohibited grounds for discrimination would be desirable in order to give qualified women the legal right to the same consideration as men in hiring and in receiving training opportunities.

### Norwegian Trade Union Women's Conference

A national conference of women trade unionists was held in Oslo, Norway, following the recent annual congress of the Norwegian Federation of Trade Unions. Fifty delegates participated in the conference, which was convened by the Advisory Women's Committee of the NFTU executive board. The group discussed current collective agreements, in particular the new agreement concerning equal pay for men and women for work of equal value; job evaluation and equal pay and the future work of trade union women's committees.

The conference adopted three resolutions. The first emphasized the importance of job evaluation in implementing the principle of equal pay. The second dealt with the current tasks of women trade unionists, and the third supported the NFTU fund-raising campaign to purchase a mobile family consultant centre to be given to the women in a developing country.

## 50 Years Ago This Month

Strike that closed coal mines in eastern British Columbia and southern Alberta in March is settled in November, and order-in-council restores customs duty on imported coal that was removed when serious coal shortage resulted from strike

A dispute that led to the closing of the coal mines of eastern British Columbia and southern Alberta on March 31, 1911 was settled on November 17, and operations were resumed in all mines on November 20. The December 1911 LABOUR GAZETTE carried a report of the settlement, together with the text of the new collective agreement, which was to remain in effect until March 1915. The causes that led up to the strike, involving about 6,000 men, were reported in the LABOUR GAZETTE of August 1911 (L.G., Aug., p. 781).

The settlement, which was arrived at through the mediation of Hon. Robert Rogers, Minister of the Interior, provided, as the GAZETTE said, "for what is commonly known as the 'open shop' by the insertion of a clause to the effect that there is to be no discrimination on the part of the companies against union men or on the part of the union men against non-union men employed."

The operators also agreed "to make deductions from union members' wages in the form of a check-off for union dues for such amounts as they have definite orders for from the individuals concerned, with a specified sum in each case as a limit of deduction."

Owing to what the GAZETTE termed "the serious coal shortage in Western Canada caused by the strike," an order-in-council passed on July 31 removed the customs duty on bituminous coal imported from the United States into Western Canada. After the strike was settled, another order-in-council was passed on November 20 restoring the duty. The GAZETTE reported that an estimated 1,000,000 tons of coal had been imported while the suspension of duty was in effect.

A strike involving all the longshoremen in Montreal, numbering about 1,800, which began on November 17, 1911, was settled by an agreement signed on November 20. The Assistant Deputy Minister of Labour and one of the fair wage officers of the Department were instrumental in bringing about the settlement.

The strike, which began on one of the Canadian Pacific Steamship Company's vessels and quickly spread along the entire waterfront, was prompted by a dispute over the number of deals to a sling that the

men were required to handle. In the settlement the Canadian Pacific Railway Company agreed to "do the same as the other steamship lines, members of the Shipping Federation of Canada, in the matter of the number of deals placed in the slings to be lowered into the hold."

It also satisfied a demand by the men that their union, the Syndicated Longshoremen of the Port of Montreal, should have the right to appoint a representative on the wharves, to be elected at a general meeting of the longshoremen, but for the time being to be the business agent of the union.

Toward the end of November 1911, a conciliation board rendered its report on a dispute between the British Columbia Telephone Company and its linemen, installers, cable splicers, trouble men, and others. The employees, who numbered about 220, were asking for an increase of 25 cents a day.

The majority report, signed by the chairman and the union nominee, supported the employees' request for an increase. It based this stand on the higher cost of living in Vancouver compared with the year before, the hazardous nature of the work, and the wages paid by other employers for work of a similar kind.

The report stated that men who worked for a telephone company "must be young, strong and active men, and that as an average, they cannot employ a man over 40 years of age; that his employment is considered an extra hazardous class of work, and for this reason he is unable to obtain life insurance at anything like a rate which he could afford to pay..."

The minority report of the company's nominee contended that the wages paid by the company compared satisfactorily with those paid for similar work in American cities on the Pacific coast, and that although the work was dangerous it was not more so than that of a structural iron worker. He quoted testimony to the effect that employees of the company made an average of \$1,000 or more a year. This he contrasted with figures from union sources showing the average yearly earnings of skilled building tradesmen to be: \$1,000 for bricklayers, \$900 for carpenters, \$900 for plasterers, \$700 for painters, and \$700 for structural ironworkers.



## New Year Messages *(Continued from page 1196)*

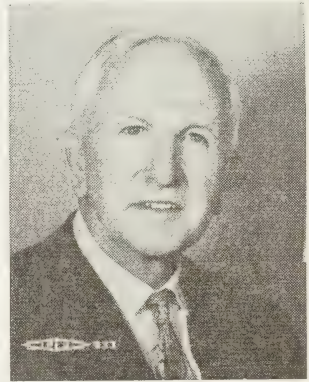
the lessons of brotherhood. Above all, those who call themselves Christians should stand in the forefront of the battle to liberate and advance man, whether he is white, yellow or black.

Panic and fear serve no one. Nineteen Sixty-Two must be the year of courage and decision, the year in which to re-assess our conventional attitudes. May I wish that the Canadian people will show sufficient alertness and generosity to answer the extraordinary call of solidarity which now unites all men.

We could very well start by cleaning our own house. Ever since 1955, an important part of our population has suffered desperately from chronic unemployment. There were 700,000 unemployed in Canada at the beginning of 1961. The situation doesn't appear much brighter for the coming year. I make the wish, however, that, in the course of 1962, all the forces of our country

### A. A. Hutchinson

Chairman,  
National Legislative Committee,  
International Railway Brotherhoods



Events during the year 1961 have not been such as to give us any good reason for optimism about the immediate future, and we face the year 1962 with doubts about the stability of our world.

Many of those who occupy positions of power in the world have been placed in those positions without the endorsement or even the consent of the working people of the countries they represent. These powerful men, as well as some who have been placed in power by the people whom they represent, appear to be unable or unwilling to take the necessary steps to assure the people of the world of a hope for a peaceful existence, and the whole world is left in a state of anxiety and dread as to what the future may hold.

Armed conflicts and serious disputes in which arms are not actually used threaten disastrous conflagrations in many parts of the world.

The tragic death of the Secretary General of the United Nations has left a vacancy which is difficult if not impossible to fill, as he was a man dedicated to peace and the welfare of all mankind and a true friend of the common people.

The economy of Canada has shown slight but definite signs of improvement but the improvement has been so slight that it has not had any noticeable effect upon the lot

will unite to bring about the end of this intolerable situation.

To all Canadian workers, and in particular to those belonging to any of our affiliates, I wish a happy new year. I further wish that they will have the courage and perseverance to continue the struggle for a better world where will be lessened the difference between a privileged handful and the mass of the people, as well as between industrialized nations and underdeveloped countries.

To all Canadians, I wish a happy new year.

of Labour generally. We are still faced with the spectre of unemployment in excessive amount with all its implications for detriment to our society as a whole.

Railway Labour continues to be plagued by the problems of reduction in traffic and the expansion of methods of mechanization and automation that results in the reduction of the number of employees required to handle traffic, even though it may equal or even exceed that which has been handled in recent years.

Railway Labour has been told that, eventually, the innovations will benefit Labour, but we are still waiting to get even a glimpse of the benefits that have been predicted. We have no difficulty seeing the adverse effects.

There is no doubt that Canada has vast potentialities for development and it is the ardent hope of all Railway Labour that our resources will be developed to the degree that an increase in mass transportation is required. We know that no other method can provide mass transportation as satisfactory and as economical as railway transportation. We hope that those who are willing to help develop our resources may be given all reasonable encouragement and that the railways will make every effort to provide the necessary service.

*(Continued on page 1231)*

# INTERNATIONAL LABOUR ORGANIZATION

## Morse Resigns as ILO Director-General

Believing that "the time has come for me to return to my own country," onetime U.S. Assistant Secretary of Labor announces he will not stand for re-election

David A. Morse, Director-General of the International Labour Office, has announced his resignation. The effective date will be fixed in consultation with the Officers of the Governing Body, taking into account the need for presentation of the 1963 budget to the next session of the Governing Body, he said.

In a brief address to the Governing Body on November 21, Mr. Morse said that he took this step only after the most serious and the fullest reflection. Its motivation, he said, was simply that "I believe that at long last the time has come for me to return to my own country. This action has been precipitated by the fact that I have received an invitation for service at home. This invitation has coincided with the moment when the Governing Body must consider the question of the election or re-election of a Director General. As a consequence I have been forced to think through and examine the whole question of my future personal and public plans and come to a decision."

Mr. Morse stated that he had come to the conclusion that after 25 years of public and military service—almost 17 years of it spent abroad—the moment had come for him to resume again the duties and responsibilities of normal citizenship in his own country.

Mr. Morse said that he had been greatly moved by the general sentiment expressed among Governing Body members that he should stand for another term of office. If he were to do this and be re-elected, he would have served as Director-General for 20 years. Even as the situation rests today, he is senior in years of service to any of the other heads of organizations within the family of the United Nations.

Mr. Morse was elected Director-General on June 12, 1948 for a term of ten years. On May 31, 1957—15 months prior to the end of his ten-year term—he was re-elected for a term of five years.

In giving a brief account of his stewardship of the ILO during the past 13 years, Mr. Morse recorded his faith and confidence in the present state and future role of the ILO in world affairs. He pointed out that the ILO was now world-wide in scope, composition, action and influence.

"I do not overstate the case when I reiterate that the ILO is strong and healthy. The proof of this is our continuing growth . . . . The challenge of this prospect underlines a normal temptation to continue to participate in this growth, and in what is, after all, the greatest adventure of our time: the continuing improvement of the standard of living of working men and women throughout the world, the fight against ignorance, misery and poverty, and the influencing of those forces which promote world security and world peace."

At the time of his election to be ILO Director-General, Mr. Morse was Acting Secretary of Labor in the United States Government; he had previously served as Under Secretary of Labor. An attorney, he began working for the U.S. Department of Interior shortly after his graduation from Harvard. During the Second World War he served in Sicily, Italy and Germany as head of a military unit responsible for labour policy. After the war he was Labour Director in the Allied Military Government.

Mr. Morse last visited Canada in October 1958 (L.G. 1958, p. 1283).

# The Trade Union Situation in Sweden

Trade unionism and the need for good industrial relations are taken for granted in Sweden, reports ILO mission after on-the-spot survey relating to freedom of association. Swedish employers look upon trade unions as necessary, desirable

Sweden was cited by an ILO mission in a report published last month as "an example of a country in which trade unionism and the need for good industrial relations are taken for granted."

The report\* is that of a mission which last autumn carried out an on-the-spot factual survey relating to freedom of association in Sweden. Earlier reports in the series were: *The Trade Union Situation in the United States* (L.G., Jan., p. 38), *The Trade Union Situation in the U.S.S.R.* (L.G., Jan., p. 39) and *The Trade Union Situation in the United Kingdom* (L.G., Oct., p. 1031).

Strong organizations of workers and of employers and a deep aversion of State intervention were found to be features of the Swedish system of self-government in the labour market. The fact that many Swedish employers have come to look upon trade unions as necessary and desirable is brought out in several sections of the report.

"Mutual respect has developed and a high degree of maturity in the conduct of industrial relations has been attained," the report says. "The employers' organizations and the trade unions regard themselves and describe each other as partners in industry. They adopt a co-operative approach to the solution of problems which they feel to be in the interest of both sides and of the people generally."

Each of the surveys in the current series is conducted by members of the ILO's Freedom of Association Survey Division at the invitation of the government concerned. The mission to Sweden, like its predecessors, was headed by John Price, Chief of the Division and Special Assistant to the Director-General.

The mission, in Sweden from September 26 to November 4, 1960, travelled to industrial, forestry and mining centres in the Arctic Circle, on the Gulf of Bothnia and in the central and southern parts of the country. All the interviews and visits were arranged in accordance with the desires expressed by the mission itself.

The report notes that Swedish employers in many cases not only believe in trade unions but want them strong. It attributes this attitude to a desire to know that agreements once made will be honoured.

The chief executive of a large industrial organization is quoted in the report to the effect that he would not like to have to do his job without the assistance of the unions. "It seemed in keeping with the sincerity of this statement," the report adds, "when, in a subsequent tour of his factory, the mission was escorted only by representatives of the workers."

The report points out further that, in Sweden, "time and motion studies are widely accepted as the basis for setting piece-rates and it is an agreed principle that when new methods or techniques are being considered by management there is joint consultation prior to their introduction."

In a retrospective section, the report traces the growth of Swedish trade unionism from its relatively late inception in the nineteenth century to the commanding position it now occupies.

The right of workers to form unions, to strike and to bargain collectively had to be fought for, the report says, but the struggle "was not nearly as fierce in Sweden as in the countries that had preceded it along the path of industrialization."

Actually, according to the report, there was a minimum of repressive legislation to fight against. Conversely, the need for protective legislation was never very acutely felt. (The Right of Association and of Collective Bargaining Act of 1936 is presented as a codifying statute designed mainly to strengthen the hand of fledgling white-collar unions.)

The report tells of the birth at the turn of the century of the two major central organizations—The Swedish Confederation of Trade Unions (LO) and the Swedish Employers' Confederation (SAF)—and the subsequent rapid expansion of the collective agreement system. The irresistible advance of industrial as opposed to craft unionism in the first decade of the twentieth century also is described.

The report recalls that under a 1906 agreement known as the "December Compromise," LO conceded certain managerial prerogatives (including a no-closed-shop

\*International Labour Office: *The Trade Union Situation in Sweden*. Report of an ILO Mission. Geneva, 1961. Price: \$1.25.



stipulation), held by SAF to be essential, in return for a recognition of the right to organize and, implicitly, of the legitimacy of collective bargaining. This agreement, concluded without any government intervention, is described in the report as a long step toward the management of labour market affairs by voluntary associations.

Another step was taken in 1915 when the Supreme Court of Sweden ruled that collective agreements were binding contracts. The report observes that this virtually gave the agreements force of law.

The process culminated in the Basic Agreement of 1938. Signed by LO and SAF, this instrument set up special machinery for regulating the labour market.

"Legally speaking, it was only a contract," the report says; "but the power and prestige of the contracting parties together with the nature of their undertaking raised the contract to the level of legislation by consent. The quasi public status achieved by the associational structure could no longer be doubted."

The Basic Agreement also marked the inception of a new trend in Swedish industrial relations—toward centralized negotiations. The report shows that point action by LO and SAF for the co-ordination of wage claims and policies in the interests of the economy as a whole has become standard procedure in recent years.

The report also calls attention to the "remarkable extent of organization found on both sides". It points out that the total membership of the trade unions represents about 80 per cent of all employed persons. In industry, the manual workers are organized to the extent of more than 90 per cent. Strong trade unions exist even for the armed forces and for the police.

### Disputes and Industrial Strife

Employers and workers in Sweden are, according to the report, proud of their ability to work out disputes by discussion between themselves. But elaborate machinery exists for the settlement of disputes that have to be referred to higher instances. It is fully described in the report.

Sweden's Labour Court, established in 1928, forms an essential part of this machinery. Its primary function, the report says, is to adjudicate litigations concerning the interpretation of collective agreements and to do so quickly. The report highlights the fact that the Court is not a bench of professional judges but rather a joint body including representatives of labour and management. Its decisions are final; no appeal is allowed. The report adds that if

the Court has frequently been divided in the past, "split decisions have become rare."

The report states that major economic disputes are normally settled with the assistance of state conciliation services. Disputes having to do with working conditions and other relations between employers and workers are, in most cases, subject to procedures laid down in the Basic Agreement of 1938 or in other similar instruments. The guiding principle here is that "coercive action must not be resorted to by any party before he has complied with his duty to negotiate."

The Basic Agreement imposes other limits on direct action with a view to protecting neutral third parties and essential community interests. A Labour Market Council is established to see that these provisions are respected. The report makes it clear that while the parties retain a free hand in the all-important disputes over the terms of new collective agreements, direct action in other disputes is either severely circumscribed or totally discarded.

"It is assumed that the power of the State may legitimately be used to ensure the peaceful settlement of legal disputes," the report says. "But the compulsory settlement of an economic dispute would be regarded as an unconscionable intrusion upon the rights of the parties even in the event of open conflict. On the other hand, both sides are quick to observe that these rights, to be preserved, must be exercised in a responsible manner. In this respect, the Basic Agreement of 1938 may, perhaps, be regarded as a monument of their prudence".

How well does the Swedish system work in terms of industrial peace? There have been a number of major strikes in the post-war years; details of some of them are given in the report. But the report also points to the fact that "during the full four-year period, 1956-1959, there were only 57 strikes (or lockouts) involving a total of 65 employers and 4,467 workers—less than 0.2 per cent of the total work force".

This, the report comments, "would seem to suggest that in this period of economic prosperity the Swedish system of self-imposed restraints (coupled with a tenacious belief in the ultimate right to strike) functions and functions well."

### Trade Unions, Government and Community

"In Sweden," the report says, "the Government recognizes the interest of the trade unions in economic, political and social affairs. It gives practical effect to this

recognition both as an employer and as the body responsible for legislative and administrative activities. At the same time it encourages voluntary co-operation between labour and management in the handling of the problems with which they are concerned."

The report notes that "in the fields of legislation and administration the Government has made far-reaching arrangements for consulting the unions and for associating them with the administrative activities of the State." The report adds that consultation of the trade unions and employers' organizations before the adoption of new legislation is an established practice in Sweden, one that is accepted as normal and natural "not merely because of their interest in the matters but also because of their important position in the community."

The report observes that "the trade unions, together with the employers' organizations, are regarded as an integral part of the Swedish democratic system. In co-operation with the government authorities they take the responsibility for settling the various labour problems and many of the questions that arise in the wider sphere of social policy. Yet they are not government agencies but free and independent associations."

In conclusion the report says: "In building up their position in the life of the nation the unions have relied less upon the

protection of legislation than upon their own organizing and negotiating efforts and upon the soundness of their program. They would, however, be the first to admit that the conditions which exist in Sweden have sometimes favoured them. One of these conditions has been the realization by the employers that their own interests and those of the nation would be served by the fostering of frank and free relations with the trade union movement. Without pretending that the results have been completely satisfactory, both sides seem to be well content with the system they have created."

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A. H. Brown, former Deputy Minister of Labour and now Director, Canada Branch, International Labour Office, is a member of the ILO mission now in Burma to carry out an on-the-spot survey relating to freedom of association in that country.

The survey is the sixth in a series that stems from a 1958 decision of the ILO Governing Body. The underlying purpose is to provide a full picture of actual conditions in each country as they affect the theory and practice of freedom of association. Each of the surveys is carried out at the invitation of the country concerned.

The findings of the first four missions have already been published in the form of reports (see above). The report of the fifth, to Malaya, is in the process of publication.

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## ILO Membership Grows to 101

Membership of the International Labour Organization grew to 101 in November when the Syrian Arab Republic was re-admitted. It had been re-admitted to the United Nations on October 13.

Syria previously, in December 1947, accepted the obligations of the ILO constitution and undertook to apply all the provisions of that document—the only requirement for membership for U.N. members—and last month confirmed that acceptance.

The 98th, 99th and 100th members were Kuwait, Sierra Leone and the Republic of Mauritania.

# TEAMWORK in INDUSTRY

Kenny Ploen, quarterback of the Winnipeg Blue Bombers, claims that a lack of teamwork between labour and management causes increased expense and inefficiency. Kenny has been a member of the labour-management Mutual Interest Committee at Martin Paper Products in St. Boniface, Man., since he joined the firm as an industrial engineer in September 1959. Recently he offered industry some advice from his experience on the playing field.

"There is no lone wolf, no star in team sports," he emphasized. "If games are won or well played, it is the team that stars, not a particular individual. Anyone who has ever played competitive team sports realizes this."

Asked whether he thought progress might be made in a given industry *without* co-operation between its joint partners, labour and management, he replied. "You would get *something* done, yes, but without teamwork it wouldn't be done most efficiently or economically.

"I know the Mutual Interest Committee here at Martin Paper products," he added. "It works well. I think joint consultation is a good thing."

Leo Flood, a union steward for Local 830, International Brotherhood of Pulp, Sulphite and Paper Mill Workers (CLC) claimed that the committee is good for workers and company both. "Joint consultation can set ideas rolling and bring about improvements," he said. "In our own plant it has done a lot for morale."

When a training film arrives at the plant, management arranges a screening and invites personnel most likely to benefit from the subject. The employees digest what they see and then exchange comments and objections in a post-film post mortem. Their opinions are carefully noted and suggested improvements earmarked for future reference. As one management spokesman remarked: "There isn't a phase of our operation that can't benefit from this brand of teamwork."

Decisions reached by members of the labour-management committee often go directly from a meeting to the plant floor. "The quickest way is the best way," says production manager Danny Bartlette. "There is no time to dawdle these days. The

customer is as critical about the quality of a corrugated carton as he is about his new suit."

On the subject of employee suggestions, Mr. Bartlette stated that good ideas may be lost through lack of enthusiasm, push and follow-up. If management appears indifferent to implementing employees' sound suggestions, the employees will react by becoming indifferent to producing them in the first place.

\* \* \*

Joint consultation at Continental Can Company's Plant 543 in Winnipeg, Man., is responsible for alerting management to everyday manufacturing problems which might otherwise go unnoticed for a long time. Personnel supervisor Ben Pawluk sees this as one of the best features of labour-management committees from the company standpoint.

"Employees expect prompt clarification of problems affecting them, and management feels they should get it," he reported. "Consultation between company and personnel in our plant has become a full-time operation."

Remarked George Fullum, senior shop steward of Local 537, International Printing Pressmen and Assistants' Union of North America (CLC): "We stress quality and production in this plant, and you won't get either one if you don't have co-operation. LMCs are the best liaison there is between labour and management, and the logical machinery for solving daily plant problems."

Twelve Continental Can plants across Canada are practising joint consultation at the present time. William Paulder, manager of Plant 543, reported that the establishment of labour-management committees is company policy. "We believe it's impossible to get too much harmony," he declared.

\* \* \*

An all-time record for the mill division of the St. Lawrence Corporation in Red Rock, Ont., was established when employees successfully completed one million consecutive hours without a disabling injury. Some 700 employees shared the achievement, working a total of 265 safe days.

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.



## INDUSTRIAL RELATIONS AND CONCILIATION

### Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board did not meet during October. During the month the Board received eight applications for certification and permitted the withdrawal of two applications for certification.

#### Applications for Certification Received

1. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of longshoremen employed by Gaspe Shipping Reg'd in loading and unloading boats at the Port of Quebec (Investigating Officer: R. L. Fournier).

2. General Drivers, Warehousemen and Helpers, Local Union No. 979 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Empire Freightways Ltd., Winnipeg (Investigating Officer: W. E. Sproule) (application later withdrawn, see below).

3. International Longshoremen's Association, Local 375, on behalf of a unit of shed employees employed at the Port of Montreal by Atlantic & Gulf Stevedores Limited; Foley Stevedoring Company; Brown & Ryan Limited; Canadian Pacific Steamships, Limited; Cullen Stevedoring Company Limited; The Cunard Steam-Ship Company Limited; Eastern Canada Stevedoring Co. Ltd.; Empire Stevedoring Co. Ltd. and Sam Chados; Furness, Withy & Company Limited and Economic Stevedoring Corporation of Montreal, Limited; McLean Kennedy, Limited and the Montreal & St. John Stevedoring Co. Limited; and Wolfe Stevedores Limited, as represented by The Shipping Federation of Canada, Inc. (Investigating Officer: R. L. Fournier).

4. International Association of Machinists, on behalf of a unit of employees employed in the Catering Department of the Quebec North Shore and Labrador Railway Company, Sept-Iles, Que. (Investigating Officer: C. E. Poirier).

5. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed personnel employed aboard vessels operated by the Coast Cargo Services Ltd., Vancouver (Investigating Officer: G. H. Purvis).

6. Brotherhood of Railroad Trainmen, Glace Bay Lodge 684, on behalf of a unit of employees of the Sydney and Louisburg Railway Company, Glace Bay, N.S. (Investigating Officer: D. T. Cochrane).

7. Teamsters, Chauffeurs, Warehousemen and Helpers, Local No. 91, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees employed by MacGregor The Mover Limited, Kingston, Ont. (Investigating Officer: A. B. Whitfield).

8. General Drivers, Warehousemen and Helpers, Local Union No. 979, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees employed by East-West Transport Ltd., operating in and out of its Winnipeg Terminal (Investigating Officer: W. E. Sproule).

#### Applications for Certification Withdrawn

1. Line Drivers, Warehousemen, Pickup Men & Dockmen's Union, Local No. 605 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, White Pass & Yukon Route, Whitehorse, Y.T., respondent, and Brotherhood of Maintenance of Way Employees, intervener (L.G., Nov., p. 1149).

2. General Drivers, Warehousemen and Helpers, Local Union No. 979 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Empire Freightways Ltd., Winnipeg, Man., respondent (application received during month, see above).

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This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

# Conciliation and Other Proceedings before the Minister of Labour

## Conciliation Officers Appointed

During October, the Minister of Labour appointed Conciliation Officers to deal with the following disputes:

1. Robin Hood Flour Mills Limited, Port Colborne, Ont., and Local 416 of the United Packinghouse Workers of America (Conciliation Officer: T. B. McRae).

2. Canadian National Steamship Company Limited (Pacific Coast Service), Vancouver, and Seafarers' International Union of North America, Canadian District (Conciliation Officer: G. R. Currie).

3. Canadian Pacific Railway Company (Merchandise Services Department) and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: F. J. Ainsborough).

4. National Harbours Board (Churchill Harbour) and the Civil Service Association of Canada (Conciliation Officer: J. S. Gunn).

5. Upper Lakes Shipping Limited (Grain Elevator Division), Goderich, Ont., and Local 23736 of the Canadian Labour Congress (Conciliation Officer: T. B. McRae).

## Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board, in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for application for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the province of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

6. British Columbia Towboat Owners' Association (certain member companies) and Local 400 of the Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: G. R. Currie).

7. Motor Transport Industrial Relations Bureau (certain member companies in Quebec) and Local 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: Rémi Duquette).

### Settlements Reported by Conciliation Officers

1. Canadian National Railways, Port of North Sydney, N.S., and Local 1259 of the International Longshoremen's Association (Conciliation Officers: H. R. Pettigrove and D. T. Cochrane) (L.G., Nov., p. 1150).

2. Pacific Stevedoring Contracting Company Limited, Prince Rupert, B.C., and Local 505 of the International Longshoremen's and Warehousemen's Union (Conciliation Officer: G. R. Currie) (L.G., Oct., p. 1040).

3. J. C. Malone and Company (1959) Limited and Three Rivers Shipping Company Limited, Three Rivers, Que., and Local 1846 of the International Longshoremen's Association (Conciliation Officer: Rémi Duquette) (L.G., Oct., p. 1040).

4. East-West Transport Ltd., Vancouver, and Local 605, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: G. R. Currie) (L.G., Sept., p. 921).

5. National Harbours Board (Churchill Harbour) and the Civil Service Association of Canada (Conciliation Officer: J. S. Gunn) (see above).

### Conciliation Boards Appointed

1. Frontenac Broadcasting Company (CKWS-TV) Kingston, Ont., and International Alliance of Theatrical Stage Employes and Moving Picture Machine Operators of the United States and Canada (L.G., Oct., p. 1040).

2. Dominion Steel and Coal Corporation, Ltd., Dominion Shipping Division, Montreal, and Seafarers' International Union of North America, Canadian District (L.G., Sept., p. 921).

### Conciliation Boards Fully Constituted

1. The Board of Conciliation and Investigation established in September to deal with a dispute between Guy Tombs Marine Services Limited and Davie Transportation Limited, Montreal, and Seafarers' International Union of Canada (L.G., Nov., p. 1151) was fully constituted in October with the appointment of G. D. LaViolette of Montreal as Chairman. Mr. LaViolette was appointed by the Minister in the absence of a joint recommendation from the other two members, John M. Wynn, C.A., and Jean G. Lariviere, both of Montreal, who were previously appointed on the nomination of the companies and union, respectively.

2. The Board of Conciliation and Investigation established in September to deal with a dispute between The Shipping Federation of Canada, Inc., Montreal, and Local 1657 of the International Longshoremen's Association (checkers and cargo repairmen) (L.G., Nov., p. 1151) was fully constituted in October with the appointment of His Honour Judge René Lippé of Montreal as Chairman. Judge Lippé was appointed by the Minister on the joint recommendation of the other two members, Raymond Caron, Q.C., and Louis Laberge, both of Montreal, who were previously appointed on the nomination of the Federation and union, respectively.

### Settlement after Strike after Board Procedure

Radio Station CJMS Limited, Montreal, and National Association of Broadcast Employes and Technicians (L.G., Oct., p. 1041). Work resumed October 17.

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## Plant Closing Imminent, IAM Accepts Pay Cut

Threatened with closing of the plant because of disproportionately high operating costs, workers at the American Can Company in Geneva, N.Y., last month voted to accept a 25-cent-an-hour wage cut and to forgo a 12-cent-an-hour increase that would have gone into effect at the beginning of the last year of a three-year agreement. The 500 workers are represented by the International Association of Machinists.

A joint union-management statement said that a decrease in orders "had so drastically affected the shop's volume, cost and profit position in a highly competitive market" that it could continue operating only if costs were substantially lowered.

Earlier in the same week, workers at the Company's machine shop at San Francisco had voted to forgo the 12-cent raise. No decision on a wage cut was called for there.



## LABOUR LAW

### Legal Decisions Affecting Labour

Supreme Court of Canada rules Sunday operation of coin-operated laundries is illegal; in another decision declares enforcing of union boycott of third party is illegal. Ontario appeal court upholds power of arbitration board to award damages. Magistrate upholds hotel's right to dismiss workers on legal strike

In dismissing an appeal from the decision of the Ontario Court of Appeal, the Supreme Court of Canada ruled that the operation and use on Sunday by the public of coin-operated automatic laundries contravened the Lord's Day Act.

In another decision, the Supreme Court of Canada, confirming the judgment of the courts below, ruled that a union cannot declare and enforce the boycott of a third party, that a union member who was suspended from union privileges should be reinstated and that the union should pay compensation for illegal suspension and loss of earnings.

In Ontario, the Court of Appeal, in upholding the High Court's decision, ruled that the power of an arbitration board to award damages for breach of the collective agreement was inherent in the term of the collective agreement read as a whole and that arbitrators would fail in their duties if they refused to assess and award damages when violation of the agreement took place.

In Toronto, the Magistrate's Court, upholding the company's right to dismiss employees on legal strike, held that the right to strike is a common law right although subject to any change made by statute; that the Ontario Labour Relations Act, while restricting the right to strike, does not specifically provide for such right; and, that the common law requirement of the servant to terminate his individual contract by proper notice before ceasing to work was not changed by the Labour Relations Act.

#### Supreme Court of Canada...

...rules owner of coin-operated laundry open on Sunday is guilty of contravening Lord's Day Act

On June 26, 1961, the Supreme Court of Canada upheld, with one judge dissenting, the decision of the Ontario Court of Appeal to the effect that the owner of a coin-operated automatic laundry open on Sunday was guilty of carrying on business of his ordinary calling on Sunday within the meaning of Section 4 of the Lord's Day Act.

The circumstances of the dispute, as related in the reasons for judgment, were as follows.

The accused, the owner of an automatic laundry business, operated two establishments in Sarnia, Ont., which remained open and in use by the public on a Sunday. Both establishments contained automatic washing machines and dryers which customers could operate automatically by inserting a coin in a slot. The soap and bleach were supplied by the customers, but the water and electricity were furnished by the accused.

On Sunday, November 22, 1959, two policemen entered the establishments in question, the doors of which were unlocked. There was a sign on a wall with instructions as to the operation of the machines and a pay telephone to which was attached a card giving telephone numbers to be called in case of emergency. A number of persons were present and there were a number of machines in operation. Neither the owner nor any of his servants or agents were present at the premises.

The owner of the business was charged with carrying on business on Sunday contrary to Section 4 of the Lord's Day Act. This section is as follows:

It is not lawful for any person on the Lord's Day, except as provided herein, or in any

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

provincial Act or law now or hereafter in force, to sell or offer for sale or purchase any goods, chattels, or other personal property, or any real estate, or to carry on or transact any business of his ordinary calling, or in connection with such calling, or for gain to do, or employ any other person to do, on that day, any work, business, or labour.

The accused was tried in Magistrate's Court and was acquitted. Then the informant appealed to the County Court. The County Judge also dismissed the charges, as he did not find that the accused was carrying on business on Sunday, November 22, 1959.

"He [the accused] was not, either by himself or by his servants or employees, devoting any time, attention or labour to the business of washing clothes. The very nature of the machines used for that purpose rendered his time, attention or labour unnecessary on that day. He did not give attention or perform labour for the maintenance or furtherance of the undertaking nor devote time to the accomplishment of its objects."

Afterwards, the informant was granted leave to appeal to the Court of Appeal on the ground that the County Judge erred in law in the interpretation of the words "to carry on or transact any business of his ordinary calling" as they appear in Section 4 of the Lord's Day Act. On October 17, 1960, the Court of Appeal for Ontario allowed the appeal and found the accused guilty as charged.

Then the owner of the business applied for and was granted by the Supreme Court of Canada leave to appeal the judgment of the Court of Appeal on the grounds: (1) that the Court of Appeal erred in law in holding that the accused was carrying on or transacting any business of his ordinary calling within the meaning of the Lord's Day Act; (2) that the Court of Appeal erred in law in holding that the fact that neither the accused nor his servants or agents were on the premises to take part in or supervise the conduct of the automatic laundry was irrelevant; and (3) that the Court of Appeal erred in holding on the evidence that the operation of a coin-operated automatic laundry was the ordinary calling carried on by the accused, the evidence being silent on this question.

In the Supreme Court of Canada, Chief Justice Kerwin, in his reasons for judgment, noted that there was in the record a licence issued to the accused enabling him "to use and exercise the calling and business of keeper of a laundry..." There was also a certified copy of a declaration under the Partnership Registration Act of Ontario showing that the accused had carried on and

intended to carry on a coin-operated laundry business. In the Chief Justice's opinion, the only important argument to be settled was whether the accused was a person who carried on or transacted any business of his ordinary calling on Sunday within the meaning of Section 4 of the Lord's Day Act.

The evidence adduced showed that the accused was carrying on business on Sunday, November 22, 1959, that was "of his ordinary calling." Even in the absence of the accused or any of his servants or agents on the premises, he was carrying on business on the Sunday in question. Presuming that on Sunday he would not go or send someone to either establishment in order to collect the money that had been deposited in the slot machines and that he or his servant or agent would not go on a Sunday to repair any of the machines, what he did in the ordinary acceptance of the term was carrying on a business of his ordinary calling. For these reasons, Chief Justice Kerwin held that the appeal should be dismissed.

Mr. Justice Locke, in his reasons for judgment, noted that the carrying on of the business in question was entirely automatic. Whether either the accused or anyone on his behalf was present on the premises during the week had not been shown. On the Sunday referred to in the charges, neither the accused nor anyone on his behalf was there and the question before the Court to determine was whether, by reason of this, the accused was not carrying on or transacting any business of his ordinary calling on the Lord's Day within the meaning of Section 4 of the Lord's Day Act.

In Mr. Justice Locke's opinion, the situation did not differ in any respect from that which would arise if the proprietor of a self-service grocery store left his premises open and unattended on Sunday, thus inviting the public to enter and to purchase the goods at the marked price. Such conduct would no doubt fall within the prohibition of Section 4 of the Act. The presence or absence of the proprietor or his servants was an irrelevant circumstance in the situation disclosed by the evidence in the case at bar.

Further, Mr. Justice Locke noted that the County Judge, in acquitting the accused, relied upon a passage in a judgment of Laidlaw J. A. in *Re Pszon* (1946) O.R. 229, 2 D.L.R. 507, in which the judge expressed his opinion as to what constituted carrying on business within the meaning of the Bankruptcy Act. In the passage referred to, it was said that a person who devoted

no time or attention or labour to the working or conduct of the affairs of an enterprise does not carry on the business of that enterprise. However, in the case at bar, Mr. Justice Locke stated, the accused actively carried on this business throughout every day of the week, merely absenting himself from the premises on Sunday. Therefore, the decision in *Re Pszon* was not applicable to the case under review. If it were applicable, the operator of the self-service grocery store above mentioned would not be carrying on business. In his opinion, the evidence given before the County Court Judge was sufficient to establish that the businesses carried on by the accused were those of his ordinary calling. He would dismiss the appeal.

Mr. Justice Cartwright, in his dissenting opinion, held that on the facts found by the County Court Judge, the latter was right in law in holding that the accused was not carrying on business of his ordinary calling on the Sunday in question within the meaning of Section 4 of the Act. In his opinion, the purpose of the Lord's Day Act is to prevent people from working on Sundays. Therefore, to come within the words "carry on business" in Section 4 of the Act, there must be some act of a positive nature, the doing of something. In the case at bar, the evidence shows that on the Sunday in question, neither the accused nor any employee of his did anything at all in connection with the laundry business. The Lord's Day Act forbids actions, it does not forbid omissions. On its true construction, Section 4 of the Lord's Day Act makes the doing of some act on Sunday an essential ingredient of an offence against the section. Mr. Justice Cartwright would allow the appeal, set aside the judgment of the Court of Appeal and restore the judgment of the County Court Judge.

The Court, by a majority 8 to 1, found the accused guilty of carrying on the business of his ordinary calling on Sunday contrary to the provisions of Section 4 of the Lord's Day Act and dismissed his appeal. *Lewis E. Gordon and Her Majesty the Queen*, (1961), S.C.R. p. 592.

### Supreme Court of Canada...

...rules that a trade union does not have the power to order or enforce boycott of third party

On June 26, 1961, the Supreme Court of Canada confirmed, by unanimous decision, the ruling of the lower courts to the effect that the Seafarers's International Union of North America, Canadian District, has no power under its constitution to coerce its members, by threat of suspension of the

right to obtain work, to boycott a third party. Further, the Supreme Court held that all proceedings taken in this connection by the union against the member were null and void and he was entitled to compensation for the damages sustained and to reinstatement into the union's membership.

Mr. Justice Fauteux, delivering the judgment of the Court, recalled briefly the circumstances of the dispute. In July 1957, the Seafarers's International Union of North America, Canadian District, passed a resolution at a "headquarters' meeting" that ordered its members to refrain from patronizing the York Hotel in Montreal and threatened to prefer union charges against anyone failing to comply with this order. About two weeks later, Stern, a member in good standing of the union, was seen in the beverage room of the York Hotel consuming beer. Thereafter, he was formally charged, tried and found guilty by a "trial committee" of (1) having violated the order of boycott and (2) having failed to surrender his membership certificate.

The committee recommended his suspension from all union privileges for a period of one year and the payment of a fine of \$200. These findings and recommendations were subsequently approved at a headquarters' meeting. Stern appealed the decision but the union claimed that the notice of appeal was never received.

Stern then took action against the union and asked the court (1) to set aside, as irregular, null and void, all the proceedings and decisions of the union; (2) to order the union to reinstate him in all his union privileges, and (3) to condemn the union to pay him \$2,000 as compensation for illegal suspension and loss of earnings.

The Superior Court found that the union had no power, expressed or implied, to order and enforce such a boycott, and no right or power to impose penalties. The Court ordered the union to reinstate Stern in all his privileges and pay him compensation as claimed.

The Court of Queen's Bench dismissed the union's appeal and concurred in the view that the union had acted beyond its constitutional powers when making the order of boycott and imposing on Stern the sanctions for his failure to comply with it (L.G., Nov. 1960, p. 1166). The Queen's Bench decision was appealed by the union.

Mr. Justice Fauteux noted that the union in question was a voluntary association of persons having, as a group, no legal entity.

In his opinion, the question before the court to decide was twofold, whether the union did have, according to its constitution,



the power to order a boycott of a third person and, if it did, whether it could, under the law, attribute to itself such a power.

The union claimed the power to order a boycott of a third person, arguing that Article 1 of the union constitution entitled "Name and Powers" gave it unlimited legislative, executive and judicial powers. In the opinion of Mr. Justice Fauteux, however, the exact meaning of Article 1 should be construed by linking it with the opening statement of the constitution called "Preamble," where are enumerated the principles for the promotion of which the union has been established.

The declared object of the association is to attend to such matters as relationship between members, between them and their employers, and between the union and other labour organizations; labour conditions, promotion of skill and seamanship, and the betterment of legislation concerning seamen. There is, however, nothing in this declaratory part of the constitution suggesting that the freedom possessed by a member of the union, like any other member of the public, to patronize a commercial establishment was one of the matters within the jurisdiction of the union to attend and regulate. Mr. Justice Fauteux agreed with the courts below that the union had no power, expressed or implied, to order and enforce such a boycott.

Mr. Justice Fauteux also expressed doubts whether a trade union could attribute to itself the power to coerce, by threats of suspension of the right to obtain work, its present or future members, who are virtually forced to maintain union membership in order to maintain employment, to boycott third parties in the exercise of their calling for reasons and in circumstances such as those in the case under review. The criminal law granted immunity to trade unions from prosecution for agreement in restraint of trade. But this is a qualified immunity which flows from a policy designed to promote legitimate endeavours of the working classes. This special immunity would not operate in cases of combinations absolutely foreign to such endeavours and of which the end or the means are unlawful. Concluding this part of the judgment, Mr. Justice Fauteux stated that Stern was entitled to the order setting aside, as being null and void, all the proceedings taken by the union in pursuance of its resolution to boycott the York Hotel, and to the compensation granted for loss and damage sustained.

Finally, Mr. Justice Fauteux considered whether *mandamus* proceedings were applicable against an unincorporated union such as the SIU to compel it to reinstate a member in all his privileges as a member of the union.

The circumstances in which *mandamus* proceedings may be used are dealt with in Article 992 of the Quebec Code of Civil Procedure, which reads:

If there is no other remedy equally convenient, beneficial and effectual, a *mandamus* lies to enforce the performance of an act or duty in the following cases:

1. Whenever any corporation or public body omits, neglects or refuses to perform any act or duty incumbent upon it by law;
2. Whenever any corporation omits, neglects or refuses to make any election which by law it is bound to make, or to recognize such of its members as have been legally chosen or elected, or to reinstate such of its members as have been removed without lawful cause;
3. Whenever any public officer, or any person holding any office in any corporation, public body, or court of inferior jurisdiction, omits, neglects or refuses to perform any duty belonging to such office, or any act which by law he is bound to perform;
4. Whenever any heir or representative of a public officer omits, refuses or neglects to do any act which, as such heir or representative, he is by law obliged to do;
5. In all other cases in which the plaintiff is interested in requiring the performance of any act or duty which is not of a merely private nature.

In *Comtois v. L'Union Locale 1552 des Lambrisseurs de Navires*, (1948), Que. K.B. 671, the Court of Appeal, relying on the "Act to facilitate the exercise of certain rights" of 1938 (reproduced in Ss. 28 and 29 of the "Special Procedure Act", R.S.Q. 1941, c. 342) answered that question affirmatively. The statute relied on allows a group of persons, like the union in the case at bar, which, as a group, has no collective civil personality recognized by law, to be sued in the name of one of the officers, at the ordinary or recognized office of the group, or collectively under the name by which they are commonly designated or known. Mr. Justice Casey on that occasion said:

It cannot be denied therefore, that the statute gave to such groups generally, an existence separate and distinct from that of its individual members.

This legal existence and this availability of assets evidence the intention of the Legislature that these groups should be as amenable to the Courts as any artificial person, should one seek to exercise against them "any recourse provided by the laws of the province". This in my opinion is sufficient to make such a group subject to par. 2 of art. 992 C.P., and to expose it to the sanction of 1001 of the same Code.

Mr. Justice Fauteux understood this statement as saying that these groups are thus given a status equal to that of a corporation, with the consequence that a voluntary unincorporated trade union is to be treated as if it were, for all legal purposes, a corporation subject to the restraints and disabilities imposed by law upon artificial persons. In the opinion of Mr. Justice Fauteux, however, this view is in conflict with that expressed by the Supreme Court of Canada in *International Ladies Garment Workers Union et al. v. Rothman* (1941) 3 D.L.R. 434. On that occasion Mr. Justice Rinfret said:

The statute does not purport to incorporate the groups or persons therein described, nor does it purport to confer upon them a collective legal personality. It does exclusively what is therein stated: It allows persons who have claims against them to summon them in the name of one of the officers thereof, at the ordinary or recognized office of the group, or collectively under the name by which they are commonly designated or known.

Mr. Justice Fauteux noted that while the question of the status of unincorporated groups under Ss. 28 and 29 of the Special Procedure Act does not seem to be settled in the Provincial Court, and the matter is there still debated, so far as the Supreme Court of Canada goes, the matter has been finally disposed of by what was said in the *International Ladies Garment Workers Union v. Rothman*.

Further, Mr. Justice Fauteux noted that in 1960 the provisions of the 1938 statute were incorporated in the Code of Civil Procedure as Section 81a, and on the same occasion, Section 81b was added to the Code. The latter gives the right to such group of persons, which constitutes an association of employees within the meaning of the Labour Relations Act, to act as plaintiff in judicial proceedings. In the opinion of Mr. Justice Fauteux, nothing in Section 81b can affect the conclusion reached in the Supreme Court with respect to Section 81a in *International Ladies Garment Workers Union v. Rothman*.

These amendments to the general law are inapt to give to these groups a legal entity separate from that of their members. The object of these amendments, according to Mr. Justice Fauteux, is to allow them to sue or to be sued, and permit that the judgment which might be rendered against them be executory against all the moveable and immoveable property of the group. To this extent only was the general law altered.

Hence, Mr. Justice Fauteux stated, *mandamus* proceedings against the SIU could not be justified on the basis of the provisions of Section 2 of Article 992. He pointed out,

however, that Section 5 of that Article authorizes *mandamus* "in all other cases in which the plaintiff is interested in requiring the performance of any act or duty which is not of a merely private nature." The nature of the act or duty may be determined by the nature of the right of which one is seeking active recognition.

The right sought in the case at bar was the right of reinstatement in all union membership privileges. Union membership for members of the working classes is now a requisite to obtain work. In cases of closed shop, this requisite is essential, and virtually so in nearly all other cases. This is recognized in labour and industrial laws. The right involved in the case at bar is the right which Stern shared with any other member of the working classes to maintain himself in a position to obtain work and, for all practical purposes, it is the right to earn his living. And those who exercise a control over union membership hold, toward the working classes, a position which the law effectively raises above the level of a merely private nature.

In these circumstances, Mr. Justice Fauteux added, the right claimed by Stern and the duty required to be performed by the union could not be of a merely private nature. Consequently, *mandamus* proceedings were justified under Section 5 of Article 992 and Stern was entitled to the order of reinstatement made in the Superior Court and affirmed in the Court of Appeal. The Court dismissed the union's appeal. *Seafarer's International Union of North America (Canadian District) v. Stern* (1961), 29 D.L.R. (2d), Part 1, p. 29.

### Ontario Court of Appeal...

...upholds ruling that arbitration board has the power to award damages for breach of agreement

On April 6, 1961, the Ontario Court of Appeal dismissed the appeal of Local 16-14 of the Oil, Chemical and Atomic Workers' International Union from a judgment of Chief Justice McRuer of the Ontario High Court, who dismissed an application for *certiorari* to quash a labour arbitration award and ruled that the union had the capacity to incur liability for damages, and that it was within the power of the arbitration board to award and assess damages for violation by the union of a no-strike clause in the collective agreement, even though such power was not expressly stated therein (L.G., April, p. 379).

In dismissing the union's appeal, the Court was in agreement with the reasons expressed by the Chief Justice of the High Court. In



addition, the Court held that the jurisdiction or power of the board of arbitration to assess damages could be spelled out from the very terms of the collective agreement itself read as a whole. This is confirmed, the Court added, by the compulsory atmosphere in which, according to the Industrial Relations and Disputes Investigation Act, the parties are required to bargain collectively in good faith and, in concluding a collective bargaining agreement, to include a provision for the final settlement without stoppage of work of all differences between the parties concerning the meaning of the agreement or violation thereof.

Further, in the opinion of the Court, the arbitrators would be remiss in their duties under the submission to them if they did not proceed to assess and award compensation for the violation of the agreement that they have found to have taken place. The appeal was dismissed. *Re Polymer Corporation & Oil, Chemical & Atomic Workers International Union, Local 16-14*, (1961), 28 D.L.R. (2d), Part 2, p. 81.

#### Magistrate's Court, Toronto...

...upholds the right of an employer to discharge from employment workers on strike legally called

On October 18, 1961, Magistrate Elmore of the Magistrate's Court of Toronto dismissed the charges against the Canadian Pacific Railway Company for breach of the Labour Relations Act by dismissing from employment the employees of the Royal York Hotel in Toronto who were on strike called according to the provisions of the Labour Relations Act.

A collective agreement between Local 299, Hotel and Club Employees' Union of the Hotel and Restaurant Employees' and Bartenders' International Union and the Royal York Hotel in Toronto expired on August 16, 1960, and the parties unsuccessfully tried to negotiate a new agreement. On April 24, 1961, once the statutory seven days following the report of conciliation services elapsed, the union called a strike.

On June 26, 1961, the management of the hotel sent to the employees on strike a letter advising them either to return to work or to resign. Further, the management added that a failure to send the requested notification to the hotel personnel office by July 15, 1961 would result in dismissal effective July 16, 1961.

On July 18 a further letter was sent by the hotel to the persons on strike notifying them that, as the result of their failure to indicate their availability for duty or other-

wise, their employment record at the Royal York Hotel had been closed effective July 16, 1961.

Following the dismissal of the employees on strike, the union brought two charges against the Canadian Pacific Railway Company, the owner of the Royal York Hotel. The first charge was that, contrary to Sections 50(a) and 69(1) of the Labour Relations Act, the company unlawfully refused to continue to employ certain of its employees who were exercising a right under the Labour Relations Act, the right to participate in a lawful strike; the second charge was that the company unlawfully sought, by threats of dismissal, to compel certain of its employees to cease to exercise their rights under the Labour Relations Act, namely the right of such employees to participate in a legal strike, contrary to Section 50(c) and Section 69(1) of the Act.

The relevant sections of the Labour Relations Act read as follows:

- S. 1(2) For the purpose of this Act no person shall be deemed to have ceased to be an employee by reason only of his ceasing to work for his employer as the result of a strike.
- S. 3 Every person is free to join a trade union of his own choice and to participate in its lawful activities.
- S. 50(a) No employer shall refuse to continue to employ a person because the person was or is a member of a trade union or was or is exercising any other rights under this Act.
- S. 50(c) No employer shall seek by threat of dismissal to compel an employee to become or refrain from becoming, or to continue to be or cease to be a member or officer or representative of a trade union, or to exercise any other rights under this Act.
- S. 54(1) Where a collective agreement is in operation no employee bound by the agreement shall strike.
  - (2) Where no collective agreement is in operation, no employee shall strike until a trade union has become entitled to give and has given notice under Section 40, and conciliation services have been granted and seven days have elapsed after the report of the conciliation board or mediator has been released by the Minister to the parties.

In the Magistrate's opinion, there is no section of the Act specifically giving the right to strike. Different sections of the Act restrict the right to strike, as, for example, when there is a collective agreement and during conciliation and seven days thereafter.

Further, the Magistrate added that the right to strike is a common law right and can be exercised only as it could at common law, subject to any change made by



the statute. Section 54(2), which provides that no employee shall strike until after conciliation and seven days thereafter, presupposes that there would be a right to strike but, in the Magistrate's opinion, it does not mean that the employee could strike after such lapse of time unless by the common law such right to strike existed.

At the time of the strike, there was no collective agreement in existence, and the relationship between the employees and the CPR Hotel were, in the opinion of Magistrate Elmore, such as exist under the Master and Servant law. In his view, no strike could have properly been called nor could the employees in question cease to work unless or until they terminated their individual contracts by proper notice.

At the time of the commencement of the strike and the cessation of work, the employees in question were working under

individual, express contracts or such as the law would presume from their working and receiving wages. The Magistrate was not aware that the Labour Relations Act, in adopting the common law with the amendments it has made, has in any way altered the common law requirement of the servant to terminate his individual contract before ceasing to work. Consequently, the employees in question had no right to strike and cease work and, by so doing, they ceased to be the employees of the Royal York Hotel, or in any event could be discharged in the manner in which they were.

In conclusion, Magistrate Elmore dismissed both charges. *Local 299, Hotel and Club Employees Union, A.F.L.-C.I.O.-C.L.L. of the Hotel and Restaurant Employees and Bartenders International Union v. the Canadian Pacific Railway*, Canadian Labour Law Reports, Oct. 23, 1961, para. 15,372.

## Recent Regulations under Provincial Legislation

Prince Edward Island issues first minimum wage order, establishing minimum weekly rates for waitresses and for female restaurant cashiers in Summerside

A comprehensive minimum wage order made by the Prince Edward Island Labour Relations Board, the first to be issued in this province, sets a weekly minimum of \$21 for waitresses in Summerside and a five-mile radius and of \$23 for female restaurant cashiers. The order dealt also with overtime, part-time work, statutory holidays, sick leave and annual vacations.

In Ontario, the fur industry was designated an industry under the Industrial Standards Act and was also declared to be an interprovincially competitive industry. Regulations under the Ontario Energy Act placed new obligations on gas distributors.

Other regulations deal with grievance procedures under the British Columbia Civil Service Act and courses of instruction in barbering, hairdressing and beauty culture trade schools in Alberta.

### Alberta Trade Schools Regulation Act

An amendment to the regulations under the Alberta Trade Schools Regulation Act provides that the course of tuition in the barbering trade must comprise 1,000 hours of instruction. Previously, the requirement was six months but no minimum number of hours was set.

In the case of hairdressing and/or beauty culture, the course of instruction is 1,400 hours of instruction as before, but the

course does not have to be given within an eight-month period, which was the previous requirement.

### British Columbia Civil Service Act

New regulations under the British Columbia Civil Service Act setting out a new procedure for dealing with grievances of civil servants were gazetted as B.C. Reg. 159/61 on October 19.

The new regulations apply to civil servants, all employees of her Majesty in the right of the Province, and employees of the Liquor Control Board and the British Columbia Toll Highways and Bridges Authority.

Under the new regulations, grievances may be dealt with at three levels, the department, the Civil Service Commission or the Board of Reference. Individual employees, groups of employees or a committee elected by an employees' association may make representations to an official designated by the deputy minister or other responsible officer or, if no such person is designated, to the deputy minister or other official having general supervision over the department or branch. After this official has made a decision, further representations may be made to the Chief Personnel Officer of the Civil Service Commission. If not

satisfied with the latter's decision, the employee group or committee may apply for a review by the Commission.

The Civil Service Commission is authorized to review all matters affecting the general welfare and conditions of employment as well as grievances affecting one or more employees. Matters of general concern must be dealt with separately, however, and any findings or recommendations must be sent to the Treasury Board.

Decisions of the Civil Service Commission may be appealed to a three-member Board of Reference comprising a nominee of the aggrieved party, one person nominated by the Commission, and a nominee of the Executive Council as Chairman. Representations may also be made directly to the Board.

In the case of individual appeals, the decision of the Board of Reference is final and binding. If the matter is one affecting the general welfare and conditions of employment of employees, the Board must report its findings and recommendations to the Treasury Board.

### Ontario Industrial Standards Act

The fur industry was designated an industry under the Ontario Industrial Standards Act by O. Reg. 315/61, gazetted October 14.

In the regulation, the fur industry is defined as all work done in the manufacture, repair or remodelling of fur coats, jackets or other fur garments or fur neck-pieces, collars, cuffs, or other fur pieces. It does not cover work done in premises where fewer than six persons are employed in the fur industry nor work in connection with imitation or simulated fur.

Another regulation gazetted the same day, O. Reg. 316/61, declared the fur industry an interprovincially competitive industry. This means that the Industry and Labour Board may approve provisions, in any schedules issued for the fur industry, for the collection of assessments from employers and employees in the industry to provide revenue for the enforcement of the schedules.

Previously, the Board had designated the following as interprovincially competitive industries: the ladies' dress and sports-wear industry, the men's and boys' clothing industry, the men's and boys' hat and cap industry, and the millinery industry.

### Ontario Energy Act

Amendments to regulations relating to the consumption of gas and fuel oil under the Ontario Energy Act provide for stricter control by the distributor of certain hazards,

which are now specified, and substitute new rules in place of several provisions of applicable C.S.A. codes. The regulation, 319/61, was gazetted October 14.

The regulations now forbid any person to supply gas to or use any gas appliance that has been inspected by the distributor that supplies the gas, if the products of combustion of the appliance are unsafe; this prohibition also applies if there are flammable vapours or explosive mixtures where the appliance is installed and it is not approved for operation under those conditions.

Definite obligations are now placed upon the gas distributor. If on inspection of a gas appliance and its installation he discovers certain specified hazards, he is required to notify the user of the appliance that defects must be corrected within ten days. The distributor is forbidden to supply gas to the appliance, and no person may use it, until corrections are made.

The hazards specified are as follows: an appliance not used for the proper purpose; any device, attachment, alteration or deterioration that might impair combustion or venting of an appliance; any unsafe condition caused by deviation from regulations governing venting or the supply of air for combustion; excessive surface temperature of adjacent material due to the operation of an appliance, or because clearances do not conform to the Code; piping material not in compliance with the Code.

The new regulations also have substituted rules in place of certain provisions of C.S.A. B149-1958, *Installation Code for Gas Burning Appliances*. These changes relate to the purging of gas lines and the ventilation of space occupied by gas burning equipment.

New requirements are also set out with respect to the supplying of fuel oil. Crankcase oil may now be supplied as fuel oil subject to specified conditions.

### Prince Edward Island Women's Minimum Wage Act

The first minimum wage order to be issued in Prince Edward Island was gazetted October 21, establishing a minimum weekly wage of \$21 for waitresses in Summerside and of \$23 for women restaurant cashiers, with lower rates for learners.

The Women's Minimum Wage Act, which was enacted in 1959 and covers all female employees except farm workers and domestic servants, authorized the Labour Relations Board established under the Trade Union Act to fix minimum rates for women, subject to the approval of the Lieutenant-Governor in Council.

In September, the Labour Relations Board announced that a group of waitresses in the Summerside area had asked that a minimum wage be established and that hearings were being held.

The inquiry was completed in the early part of October and an order drawn up by the Board was approved by the Lieutenant-Governor in Council by Minute-in-Council No. 767/61 on October 12. It went into force November 1, ten days after date of publication.

The order is quite comprehensive. In addition to the rates referred to above, it sets rates for overtime and part-time work and also deals with hours, meals, uniforms, statutory holidays, sick leave with pay, annual vacations and pay periods.

The order applies to all restaurant waitresses and restaurant cashiers in the town of Summerside and within a five-mile radius of the Town Hall of Summerside. Restaurant is defined in the order as a "public eating house where meals, lunches or either of them are offered to the public for gain."

As indicated above, the order sets lower rates for learners. During a 60-day probationary period the minimum for waitresses in this area is \$18 a week and for restaurant cashiers \$20. After the expiration of this probationary period, waitresses must be paid at least \$21 a week and restaurant cashiers \$23.

In addition to the minimum wage, waitresses and restaurant cashiers must be given a free, full course meal for every four hours worked, the choice of meal being left to the discretion of the employer.

The rates fixed by the order are payable for a maximum work week of 48 hours or for the normal number of hours worked in the establishment if less than 48. Any hours worked in excess of 48 in a week or in excess of the normal work week if less than 48 are to be considered overtime and must be paid for at the rate of time and one-half. The order also stipulates that time spent on the premises on call or waiting for work is to be counted as time worked.

To calculate an hourly rate, the weekly minimum wage must be divided by 48 or by the usual number of hours worked in the establishment if less than 48.

The order contains a provision stating that all part-time waitresses and cashiers must receive at least four hours' pay in any day even though they work less than four hours.

If the employer requires waitresses or cashiers to wear uniforms or other special apparel he must supply them without charge to the employees and may not make any deductions from the minimum wage for the purchase, use or laundering of uniforms or wearing apparel.

The employer is prohibited from making deductions from the minimum wage for time not worked because of a statutory holiday, if the waitress or cashier works the scheduled days in the week during which the holiday occurs, or, if the holiday falls on a Monday, works the last scheduled working day before the holiday. A waitress or cashier who works on a statutory holiday must be given one day off within the next 14 days, the order further providing that the statutory holiday or the day in lieu thereof is to be considered a working day for purposes of the order.

Provision is made for sick leave with pay. The order stipulates that sick leave is to be available and is to accumulate at the rate of one day for each month of employment up to a maximum of 14 days. No deduction from wages may be made by the employer for time lost due to sickness in excess of one day provided the waitress or cashier produces a doctor's certificate verifying the illness. The order further provides that no compensation is payable for the first day's illness.

The order also provides for an annual paid vacation. After one year of continuous employment, waitresses and cashiers in Summerside and in a five-mile radius are to be given a week's vacation with full pay and, after two years' continuous service, two weeks.

A final provision states that wages are to be paid promptly at regular intervals not exceeding two weeks.



## Saskatchewan Employee Pension Plans Registration and Disclosure Act, 1961

At the 1961 session of the Legislature, Saskatchewan enacted the Employee Pension Plans Registration and Disclosure Act, 1961, which provides for compulsory registration of employee pension plans and requires every trustee to furnish every employer, employee or trade union concerned with a description of the plan and with an annual report.

The Act went into force on March 30, the date of Royal Assent. The Minister of Labour is responsible for its administration, with authority to appoint a registrar to carry out the purpose of the legislation.

Saskatchewan is the first province to adopt a special statute of this type, but one other province, Ontario, has made some provision for the registration of employee pension plans under other legislation. A 1960 amendment to the Ontario Labour Relations Act authorized the making of regulations requiring the filing with the Department of Insurance of audited financial statements of pension or welfare funds operated for the benefit of employees. Regulations issued in October 1960 (Reg. 399 of Revised Regulations of Ontario, 1960) provide that, upon request of the Superintendent of Insurance, an audited financial statement of the affairs of such funds must be filed with the Department of Insurance. The statement must show how the funds are administered, the basis on which contributions to the fund and payments from it are made, and the assets, liabilities, income and expenditures for the last fiscal year.

In the Saskatchewan Act, employee pension plan is broadly defined as any "plan, fund, trust or program heretofore or hereafter established by an employer or an organization of employees, or both, in respect of which funds are obtained in whole or in part through contributions by employers or employees, or both, for the purpose of paying or providing for annuities, severance pay or service pay, or making other payments, whether by lump sum or otherwise, or providing other benefits at or after retirement, to or for employees or former employees of one or more employers, or to or for members of an organization of employees, their families, dependants or beneficiaries, or any or all of them and includes any profit-showing plan that provides benefits at or after retirement."

The new Act requires every trustee (any person, group, pension board, committee, firm or association that is charged with or has the general power of management of an employee pension plan) to furnish the registrar with a statement setting forth particulars of the plan. The time limit for filing, the form of the statement and the details to be given are to be prescribed by regulation.

Upon receipt of the required statement, the pension plan will be registered.

In addition to registering, trustees of employee pension plans are also obliged to provide the participants with information regarding the pension plans. A description of the plan and an annual report must be sent to every employee covered by the plan, every employer who contributes to the plan and every employees' organization that is a party to an agreement establishing the plan. The details to be given are to be set out in regulations, which may also require trustees to file an annual report with the registrar.

Provision is made for some exceptions from the registration and disclosure requirements. The Minister may, by order, exempt any designated trustee from these provisions and the Lieutenant-Governor in Council is authorized to exempt a particular class of employee pension plans for a specified period.

As an aid to enforcement, the registrar is empowered to inspect records and obtain information. With the written permission of the Minister, the registrar or his authorized representative may inspect books, documents or other records pertaining to an employee pension plan and may require any employer, trustee, person, or employees' organization to provide whatever information is necessary to determine whether the legislation is being complied with.

In addition, the registrar may examine under oath any trustee of an employee pension plan, any employee of the trustee or any person having custody of records relating to an employee pension plan.

Any person who fails to comply with the legislation or who obstructs or interferes with the registrar or his representative in the course of his duties is guilty of an offence and, on summary conviction, is liable to a fine of from \$25 to \$100 and to an additional fine of \$5 for each day the offence continues. Any prosecution must be instituted within one year after the commission of the alleged offence.

# UNEMPLOYMENT INSURANCE

## Monthly Report on Operation of the Unemployment Insurance Act

Number of claimants for unemployment insurance benefit at end of September same as month before but 18 per cent below total year earlier, statistics\* show. Total of initial and renewal claims also unchanged from month earlier

Claimants† for unemployment insurance benefit on September 29 numbered 229,200. This number was practically the same as on August 31 but 18 per cent less than the total of 279,500 on September 30, 1960.

Males accounted for nearly two thirds of the year-to-year decline.

Initial and renewal claims for benefit during September amounted to 122,000, a total unchanged from that of the previous month but 14 per cent below the figure of 142,000 in September 1960.

The average weekly number of beneficiaries in September was estimated at 173,200, compared with 186,600 in August and 222,700 in September last year.

Benefit payments totalled \$16.1 million in September, \$18.9 million in August, and \$21.2 million in September 1960.

The average weekly benefit payment was \$23.22 in September, \$22.98 in August and \$22.65 in September 1960.

### Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for September show that insurance books or contribution cards had been issued to 4,660,517 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1961.

At September 30, employers registered numbered 333,381, an increase of 685 since August 31.

\*See Tables E-1 to E-4 at back of this issue.

†A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is forwarded for computation. As a result, the count of claimants at any given time inevitably includes some whose claims are in process.

In a comparison of current unemployment insurance statistics with those for a previous period, consideration should be given to relevant factors other than numbers such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants."

### Enforcement Statistics

During September, 8,809 investigations were conducted by enforcement officers across Canada. Of these, 5,085 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions and 206 were miscellaneous investigations. The remaining 3,518 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were begun in 198 cases, 77 against employers and 121 against claimants.\* Punitive disqualifications as a result of claimants' making false statements or misrepresentations numbered 1,453.\*

### Unemployment Insurance Fund

Revenue received by the Unemployment Insurance Fund in September totalled \$27,731,622.92 compared with \$28,939,859.40 in August and \$27,335,026.34 in September 1960.

Benefits paid in September totalled \$16,082,314.72 compared with \$18,865,698.04 in August and \$21,186,259.61 in September 1960.

The balance in the Fund on September 30 was \$142,495,378.69; on August 31 it was \$130,846,070.49 and on September 30, 1960 it was \$319,476,441.77.

\*These do not necessarily relate to the investigations conducted during this period.

# Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB-1881, September 29, 1961

**Summary of the Main Facts:** The claimant, 66 years of age, who had worked for the A ..... Company since 1925, retired on January 29, 1960. He received his full wages until July 31, 1960, in lieu of accumulated sick pay credits. He had been employed as a troubleman and his rate of pay was \$88.65 a week.

On August 2, 1960, he filed an initial application for benefit and was registered for employment in his former occupation. The claim was allowed.

On March 20, 1961, he made application to have his claim antedated to May 1, 1960, for the following reasons:

When I was retired from the [A ..... Company] I was told by the [Company] not to bother applying for U.I.C. benefit for six months. That same week, in February 1960, I came into this office to have this instruction by my employer confirmed by your office. I was referred to Mr. X ..... on the 6th floor, who also instructed me to stay away for six months since my cumulative sick pay would have to be declared as earnings and, therefore, I could not collect any benefit for six months. I came in here exactly six months later and filed a claim. I am requesting payment for the limit of 13 weeks antedating.

On April 21, 1961, the insurance officer notified the claimant, by letter, that on the information presented, he was not entitled to have his claim for benefit antedated to May 1, 1960, in that he had not established good cause for delay in making his claim (section 46(3) of the Act and Regulation 150).

On April 24, 1961, the claimant appealed to a board of referees.

In a memorandum to the regional claims officer dated May 4, 1961, the official referred to in the claimant's application of March 20 stated:

... I have no direct recollection at this time of my interview with [the claimant] because the interview took place over a year ago and at that time I interviewed and talked to a large number of persons during the course of each day.

It is possible during this type of interview I would discuss with the person involved the effect of his declaration of earnings on any possible benefit and would explain that if the earnings declared exceeded his allowable earnings plus the rate of benefit established he would not receive payment for the weeks during which this occurred. I cannot say that this was discussed with [the claimant]. However, I can state that never would I refuse to accept a person's application for benefit. I believe [the claimant] has misconstrued our possible conversation about the effect of earnings on the payment of benefit as a refusal to accept a claim. This is not the case at all.

A board of referees, which heard the case in Toronto on May 29, 1961, by a unanimous decision allowed the claimant's appeal and rescinded the decision of the insurance officer. The board's decision reads:

The claimant was present at the hearing and gave oral evidence to the effect that he had been told by the Paymaster of his firm ... that he need not apply to the Unemployment Insurance Commission for six months. He stated, also that Mr. X ..... had told him the same thing which resulted in his registering for employment on the 2nd August, 1960.

The claimant stated that he was available for employment and would have fulfilled any necessary requirements if he had been so advised. He still maintained that both Mr. Z ..... , now deceased, who was employed in the [A ..... Company] Pay Office, told him the same thing as Mr. X ..... of the Commission.

We are agreed from both the oral and the written evidence that the claimant did and complied with all the necessary procedure and simply did what he was told.

The Board believe in the credibility of the witness ...

The insurance officer appealed to the Umpire and stated:

...

5. During this six-month period he was not registered for work and he showed no apparent interest in securing work until it became necessary to register for employment as part of his application for benefit.

6. In a communication of 4 January 1961, to the local office in connection with the rate and duration of his claim this claimant remarks *inter alia* "Please Refer to Case CUB 1797." This concerns the claim for benefit of C ..... , whose claim was similar in nature to that of [the claimant]. C ..... 's claim was made on 29 April 1960, and was allowed by the Umpire on 29 November 1960, in consequence of the amendment to Regulation 172(2) which became effective on 27 March 1960.

7. There are differences in the circumstances of the two claims. C ..... made a claim shortly after his retirement; he registered for employment and he continued his claim and kept alive his registration for employment and fulfilled the conditions for a valid claim during the whole period for which he received benefit in accordance with the Umpire's decision.

8. The claimant, ..... , was not prevented by any reason beyond his control from reporting to the local office during the six-month period. His failure so to report and his failure to register for employment indicate his lack of desire for work and his failure to prove availability.

9. It is submitted that the claimant had no good cause for delay in making his claim, that he has not proven that he fulfilled the condition of availability, and that the decision of the board of referees should be reversed.

**Considerations and Conclusions:** So far as is material, Regulation 150 reads:

(1) Where a claimant makes application to have his claim made effective for a period



preceding the date on which he actually made his claim, the application may be approved from the date for which he proves that

- (a) he fulfilled in all respects the conditions of entitlement to benefit and was in a position to furnish proof thereof; and
- (b) throughout the whole period between such date and the date he actually made his claim he had good cause for delay in making such claim and furnishing such proof...

One of the conditions that a claimant must fulfil to be entitled to benefit is that he must prove he was available for work "in respect of every day" for which he claims benefit (section 54(2)(a) of the Act).

In the present case the record shows that, at no time during the period in question, viz., May 1 to July 30, 1960, did the claimant register for employment at the local office. Moreover, there is no evidence to indicate that, during such period, he made a single effort to secure work anywhere. It is, therefore, obvious that the claimant has failed to prove (a) that he was available for work during the said period and (b) that he fulfilled that condition of entitlement to benefit. Consequently, his application to have his claim antedated to May 1, 1960 cannot be approved and I decide to allow the insurance officer's appeal.

I wish to point out that even if it were established, which has not been done, that an officer of the local office informed the claimant, in February 1960, that he "could not collect any benefit for six months", this would have absolutely no bearing on the question of the claimant's availability for work during those six months, because a local office is primarily an employment office and any person interested in work has the right to register for employment even though he may not at the time be eligible for benefit.

#### Decision CUB-1887, October 2, 1961

**Summary of the Main Facts:** The claimant, married, 28 years of age, filed an initial application for benefit at the National Employment Office in Hamilton, Ont., on October 11, 1960, and was registered for employment as a secretary (clerical). According to the application, she had last worked as a secretary for B..... in the said city at \$60 a week from May to August 5, 1960, when she voluntarily left her employment because of pregnancy. She stated also that her child was born on August 30, 1960, that arrangements had been made for a baby sitter and that she was capable of and available for full-time work.

She continued on benefit until January 14, 1961, when the claim was referred to an enforcement officer of the Commission, who obtained from her, on January 18, 1961, the following signed statement:

Since the birth of my child in August 1960, I have been unemployed and unable to seek work. I made no personal efforts to seek work since I filed my claim. Recently I was interviewed in your office by Mrs. Y....., who informed me there was a position available in the real estate field, paying \$50. I pointed out the money offered was quite a drop from my previous salary. The interview ended. I am only interested in a position that would pay me at least \$60 per week.

On February 7, 1961, in answer to a request by the insurance officer for further information as to the prospects of placing the claimant in employment at a wage of \$60 a week, the placement officer stated that the "possibilities of placing applicant at \$60 per week when she has a young baby are poor"; that "no one will hire as secretary a woman with a young baby" and that the prevailing starting rate in the district for an experienced secretary was \$55 to \$60 a week. The file indicates that the claimant was given a typing test on December 8, 1960, when she indicated she did not feel prepared to take a dictation test, and that on January 12, 1961 she took another typing test.

The claimant's "Master Application for Employment" (Form UIC 701M) shows that she had in excess of ten years' experience as a clerk typist and secretary; that during this period she took dictation over a dictaphone and rarely by means of shorthand.

The insurance officer notified the claimant by letter on February 20, 1961 that she was disqualified and that benefit was suspended from October 9, 1960, because, in his opinion, she had not proved that she was available for work within the meaning of section 54(2)(a) of the Unemployment Insurance Act. This disqualification created an overpayment of benefit in the amount of \$299.

The claimant appealed to a board of referees on February 27, 1961, and stated:

...I have been disqualified from benefits for reasons made by the Insurance Co. that I was not and am not available for work. This is certainly a false statement because I have never even been called for any interviews nor refused jobs—so how would you people know I am not available, which I am. Since the birth of my child I have phoned several places and answered ads, but to no avail.

My last place of employment paid me \$60 a week and a general increase of \$5 was given at the time of my departure, which I would have gotten had I stayed any longer.

I therefore feel that it would be fair for me to ask at least \$60 a week, considering my ten years' experience in offices. I have called Mrs. Y..... at the Insurance Office and told her I was also interested in another type of business than secretarial but she has not called me for any interviews in this field either...

On March 25, 1961, the claimant wrote a very lengthy letter to the local office wherein she drew attention to, among other things, the rather unfavourable circumstances which prevailed during the interview with the enforcement officer, e.g., when the latter "wrote the above-mentioned document we were both sitting at the table with him asking me numerous questions rapidly while I was feeding the baby."

She stated further that she had answered newspaper advertisements with regard to employment and had applied for a situation with a firm of stockbrokers, which in the meantime had been filled; that with regard to the position in a real estate office, the interviewing officer in the local office "stated in a lackadaisical way 'you would not be happy in a real estate office'" and to her knowledge nothing more was said about the position; that the remark that she was only interested in a position paying a wage of \$60 a week was untrue and that what she actually said was, she would not like to take too much of a drop in salary, if possible.

In addition, she expressed her views on the typing tests referred to and explained that her reason for not feeling prepared to take a test in dictation was that she had not taken dictation by means of shorthand for over three years. She complained about being requested to repay the amount of the overpayment of benefit, viz., \$299, and stated most emphatically that she was ready to accept employment if it were offered to her and that, moreover, she was still trying to find work through her own efforts as well.

The claimant, accompanied by her husband, attended the hearing of her case by a board of referees in Hamilton on March 30, 1961. Mr. W....., the enforcement officer, was also present. The majority decision of the board of referees reads:

...The claimant confirmed the evidence as set out with explanations in [an exhibit produced to the Board] this morning, and admits having signed the statement [on January 18]. Mr. W..... said that in obtaining these statements a discussion of a half hour took place, and although all of this conversation is not noted verbatim, that the statements as set out were as such made by the claimant, and that the claimant willingly signed her name after the conclusion of the interview. The claimant states that she could not remember whether or not she had reviewed this conversation before signing, and draws attention to [her letter of March 25] and the different

items referred to. Mr. W..... did admit that the claimant was feeding her baby at the time of the discussion, and that in his estimation, which is concurred with by the members of the Board, the claimant is above average intelligence, but that the contents of [her letter of March 25] were set forth by the claimant's husband and not written by the claimant.

The Board has considered all of the evidence as set out, particularly the statement of the claimant that since the birth of her child in August 1960 she has been unemployed and unable to seek work; also no personal efforts had been made since she filed her claim in October 1960. A discussion took place between the claimant and Mr. W..... as to the meaning of personal effort, and it was felt by her that by the use of the telephone and replies to Want Ad. advertisements to box numbers was a personal effort. It was felt by the majority members of the Board that personal effort constitutes farther than this, as it has been held by the Umpire's Decision CUB-1276 that "the question of personal effort in view of obtaining employment constitutes an essential factor in proving availability."

By the claimant stating she was unable to seek work and not making any personal effort, also that she was only interested in work at a particular rate, which was denied by her in [her letter of March 25], although it was referred to as a statement made of \$55 to \$57 a week, the majority members of the Board find that because of these restrictions, the claimant has failed to prove she was available for work on the 9 October 1960 and subsequently, confirms the indefinite disqualification and disallows the appeal.

The dissenting member of the board stated:

Although I agree with the majority members of the Board that the claimant has restricted her employment by asking for \$60 a week, it is my opinion the disqualification should only have been from the day of the claimant's statement to the Enforcement Officer dated January 18, 1961. The claimant has stated that she has made what she considers a personal effort through Newspapers Ads. to secure employment, which to me proves that she is interested in working. The reference made by the majority of members to CUB-1276, I respectfully submit, does not apply in the instant case, as in that particular decision the claimant was restricted from attending at the Unemployment Insurance Commission because he was engaged in taking a course at the University.

I can find nothing in either her statement or in the evidence to prove she has been unavailable for work since the birth of her child in August 1960.

It is also my opinion that the same type of statement might readily be attained from other claimants who have restricted employment for varied reasons, if all were to be interviewed by an Enforcement Officer.

I would have confirmed the indefinite disqualification as of January 18, 1961, and do not concur in the decision that there should be a retroactive disqualification to October 9, 1960.

On April 18, 1961, the claimant appealed to the Umpire.

In a letter to the Chief of the Adjudication Division of the Unemployment Insurance Commission dated June 1, 1961, which was referred to the Umpire for attention, the claimant took exception to some of the statements in the



majority decision of the board of referees, particularly with regard to her having made no efforts to secure employment.

**Considerations and Conclusions:** Availability for work is a question of fact and the facts which, as a general rule, constitute sufficient proof that a person is available must be such as to show that he is genuinely willing, able and ready to accept employment and that the kind of employment he is willing, able and ready to accept can reasonably be expected to be obtained where and when he desires such employment.

In the present case, the record shows that the employment for which the claimant was registered on October 11, 1960 was as a secretary (clerical), and this fact as well as the rate of the starting salary attached to that kind of employment and the possibilities of placing her in such employment in her circumstances, either were known or could "with reasonable diligence" (CUB-1675) have been obtained by the insurance officer before and any time after he allowed the claimant's application for benefit. Consequently, as the aforementioned facts were not "new facts," they could not be used by the insurance officer as the basis for the retroactive disqualification of which he advised the claimant on February 20, 1961, and which created an overpayment of benefit of \$299.

Actually, the only new fact that was brought to the knowledge of the insurance officer at the time of his decision to impose a retroactive disqualification was, as the claimant stated on January 18, 1961, her lack of personal efforts to seek work since she had filed her claim, and, consequently, now poses a question of whether or not that lack of personal efforts warranted that a retroactive disqualification be imposed on her.

As the record shows that the aforementioned statement was obtained under not too suitable circumstances and that it is not a verbatim transcription of the conversation that took place between the claimant and the enforcement officer of the Commission on January 18, 1961, that statement must be interpreted in the light of the explanations subsequently given by her.

In that respect, she stated on February 27, 1961, "Since the birth of my child I have phoned several places and answered ads, but to no avail"; and also "I have called Mrs. Y..... at the insurance office and told her I was also interested in another type of business than secretarial..." On March 25, she stated further that she had answered newspaper advertisements with regard to employment and had applied

for a situation with a firm of stockbrokers. Therefore, it seems that what the claimant meant when she stated she had made no personal efforts to find work is that she had not applied for employment in person at any employer's establishment.

There is no provision in the Act or the Regulations that requires that a claimant must make personal efforts to seek work other than registering for employment at his local office and keeping his application for employment alive by attending there at fixed intervals. As the record shows that the claimant in the present case complied with those requirements, it must be said that the board of referees erred in fact and in law in finding, in effect, that the claimant, to be considered to have made personal efforts to obtain work, should have done more than to comply with the above and to seek work by telephoning to employers or by replying to newspaper advertisements.

In decision CUB-1738, the Umpire said "Non-availability cannot be inferred solely from a claimant's omission to make a personal search for work," the expression "personal search" having reference here to the efforts that a claimant might himself make as distinct from those of the placement officers of the local office following his registration for employment and his compliance with the requirement that he should keep his application for employment alive. Therefore, as the only basis for imposing a retroactive disqualification, other than the facts which I have decided were not new facts, was the claimant's failure to present herself personally to employers, it can be readily seen that there remained no ground for the disqualification to be made retroactive by the insurance officer, *a fortiori* as there is evidence that the claimant did make to some extent personal efforts to obtain work and as she should have been given some time to find employment in her usual occupation and at her usual rate of pay. I consequently decide to remove the disqualification imposed on the claimant by the insurance officer in respect of the period October 9, 1960 to January 17, 1961, inclusive.

In connection with the period subsequent to January 17, 1961, there is evidence that the claimant was a bit reluctant about accepting employment at a wage less than that which she had previously received and which, according to the placement officer, her chances of obtaining were "poor". As this is purely a question of fact, I see no

(Continued on page 1282)



# LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

## Wage Schedules Prepared and Contracts Awarded during October

### Works of Construction, Remodelling, Repair or Demolition

During October the Department of Labour prepared 217 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 203 contracts in these categories was awarded. Particulars of these contracts appear below.

In addition 165 contracts not listed in this report and which contained the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation, Defence Construction (1951) Limited and the Departments of Defence Production, Northern Affairs and National Resources, Post Office and Public Works.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under the heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

### Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in October for the manufacture of supplies and equipment were as follows:

<i>Department</i>	<i>No. of Contracts</i>	<i>Aggregate Amount</i>
C.M.H.C. ....	1	\$ 2,396.25
Defence Construction (1951) Ltd. ....	1	5,000.00
Defence Production ....	179	1,423,230.00
Post Office ....	13	229,098.98
R.C.M.P. ....	3	16,580.10

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage deemed to be required in the execution of the work.

These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classification to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

## Wage Claims Received and Payments Made during October

During October the sum of \$16,172.37 was collected from 11 contractors for wage arrears due their employees as a result of the failure of the contractors, or their sub-contractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 258 workers concerned.

## Contracts Containing Fair Wage Schedules Awarded during October

(The labour conditions of the contracts marked (\*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

### Department of Agriculture

*Normandin Que:* Louis Dallaire & Sons Ltee, calf barn addition to dairy barn, Experimental Farm. *Brandon Man:* Central Construction Co Ltd, installation of water main, Experimental Farm. *Melfort Sask:* Shoquist Construction Ltd, construction of animal research bldg, Experimental Farm. *Lacombe Alta:* Ellis Construction Ltd, concrete paving, beef cattle corrals, Experimental Farm.

### Central Mortgage and Housing Corporation

*Halifax N S:* Community Enterprises Ltd, construction of 116 housing units & ground services (FP 4/59 Phase I). *Val d'Or Que:* Lucien Lemay, exterior painting of 44 duplexes. *Petawawa Ont:* Murfin Heating & Cooling Ltd, repairs to furnaces (DND 11/56 & DND 13/58 Phase I). *Vancouver B C:* Beaver Construction Co Ltd, construction of 236 housing units & ground services (FP 4/58).

In addition, the Corporation awarded seven contracts containing the General Fair Wages Clause.

### Department of Citizenship and Immigration

*Miramichi Indian Agency N B:* A G Kenny, reconstruction of gravel road, Burnt Church IR. *Oka Indian Agency Que:* Antonio Pilon Ltd, washroom addition to school. *Kenora Indian Agency Ont:* T Zelmar Construction Co Ltd, construction of two classroom school, staff residence & power plant bldg, etc, Islington Indian Reserve No 29; E R Norman Ltd, construction of residence & water system for Whitefish Bay IDS, Regina Bay, Lake of the Woods. *Clandeboyne Indian Agency Man:* Frank E Simmons, boiler room improvements, Assiniboia IRS; A Champagne & Son Ltd, laundry renovations, Fort Alexander IRS; A Champagne & Son Ltd, partial renewal of heating system, Fort Alexander IRS. *Dauphin Indian Agency Man:* Simmons Construction Ltd, construction of sewage disposal system, Sandy Bay IRS. *Portage la Prairie Indian Agency Man:* Brickwoods Plumbing & Heating, plumbing improvements, Griswold Sioux IDS. *Edmonton Indian Agency Alta:* Armbruster Lumber Ltd, construction of three Indian houses, Stony Plain IR. *Lesser Slave Lake Indian Agency Alta:* L Desaulnier, construction of house, Beaver Horse Lake Reserve. *Fort St John Indian Agency B C:* Thompson Construction Co Ltd, construction of school, residence & power house, Blueberry Reserve; Paul Kinderwater, construction of power plant bldg & supply & installation of diesel electric generating equipment, Halfway River IDS.

## Defence Construction (1951) Limited

*Halifax N S:* H W Corkum Construction Co Ltd, construction of garage, Osborne Head Gunnery Range. *Montreal Area Que:* Morin & Plante Co Ltd, warning siren installations. *Valcartier Que:* Roger Vezina, addition to dining hall, officers' mess, Bldg 512, Camp. *Trenton Ont:* Colt Contracting Co Ltd, construction of liquid & gaseous oxygen storage bldg, RCAF Station. *Winnipeg Man:* Borger Bros Ltd, road replacement (PMQ area), RCAF Station. *Ralston Alta:* Harmony Decorating Ltd, exterior painting of 56 housing units, chapel & three bldgs, Suffield Experimental Station. *Lower Mainland & Greater Vancouver Area B C:* Canadian Comstock Co Ltd, installation of warning sirens. *Various locations:* ten contracts in restricted category.

In addition, Defence Construction (1951) Ltd awarded one contract containing the General Fair Wages Clause.

### Building and Maintenance

*Saint John N B:* Norman W Francis Ltd, installation of warning sirens system. *Barriefield Ont:* McGinnis & O'Connor Ltd, construction of roads, sidewalks, curbs & catch basins, Vimy Barracks. *Hamilton Ont:* Nager Electric (Canada) Ltd, installation of warning sirens. *Malton, Port Credit, Cooksville, Lakeview, Brampton, Streetsville, Clarkson & Erindale Ont:* Industrial-Mine Installation Ltd, installation of air raid warning sirens. *Petawawa Ont:* Malach Roofing & Flooring Ltd, repairs to roofs of various bldgs; H J McFarland Construction Co Ltd, asphalt paving. *Uplands Ont:* Dibblee Construction Co Ltd, paving & landscaping of bulk fuel storage area, RCAF Station. *Calgary Alta:* Poole Construction Co Ltd, warning siren installations. *Lethbridge, Medicine Hat & Red Deer Alta:* Britton Construction Ltd, warning siren installations.

### Department of Defence Production

*Amherst N S:* Gordon J Goodwin, renovation of heating system, Armoury. *Cornwallis N S:* Victor Carter, renewal of asphalt roofing shingles on bldgs 38 & 44-2, HMCS Cornwallis. *Debert N S:* Rayner Construction Ltd, repairs to pavement of runway No 05-23, Airfield. *Greenwood N S:* Fred T Cleveland, interior painting of PMQs, RCAF Station. *Halifax N S:* L G & M H Smith Ltd, repairs to quay wall, Section "C", HMC Dockyard; Standard Paving Maritime Ltd, repairing & seal coating of asphalt pavement, HMCS Stadacona; Webb Engineering Ltd, renewal of steam distribution system at jetty No 2, HMC Dockyard. *Lawrencetown N S:* J L Nichols Contracting Ltd, supply & erection of prefabricated metal bldg & construction of access road & perimeter fence at Holding Beacon Site. *Shearwater N S:* Canada Gunite Co Ltd, underwater repairs to carrier jetty, HMCS Shearwater; Construction Equipment Co Ltd, repairs to Marine Railway, HMCS Shearwater; Homestead Construction Co, general repairs to Bldg No 5, RCN Air Station; R E White, general repairs to Bldg No 13, Recreational Centre, RCN Air Station. *Sydney N S:* Tasco Sheet Metal & Roofing, renewal of tar & gravel roof, Bldg 27, Point Edward Naval Base. *Farnham Que:* P Baillargeon Ltd, road repairs, Summer Camp. *Montreal Que:* Lachance Inc, repairs to roofs of 15 bldgs for Area Engineer, WQA, 6769 Notre Dame St East. *Senneterre Que:* Harricana Metal Inc, repairs to air conditioning system in Operations Bldg, RCAF Station. *Valcartier Que:* Bedard-Girard Ltd, installation of interrupt switches at Camp. *Downsview Ont:* Semple-Gooder & Co Ltd, repairs to flashing on roof of Bldg No 151, RCAF Station. *Kingston Ont:* Kingston Shipyards, repairs to elevated water storage tank. *Oakville Ont:* King Paving Co Ltd, repairs to roads & parking area, Ortona Barracks. *Ottawa Ont:* Belray Painters, interior painting of 208 workshops, Uplands Airport; Dibblee Construction Co Ltd, repairs to pavement, HMCS Gloucester. *St Catharines Ont:* Toronto Building Cleaning & Tuckpointing Ltd, repainting, cleaning brickwork & masonry repairs, Welland Ave Armoury. *Windsor Ont:* Ontario Painting & Decorating, interior painting & general repairs, Armoury. *Fort Churchill Man:* A E Robertson & Co Ltd, replacing terrazzo flooring in sergeants' mess, Bldg F23. *Shilo Man:* Porteous Manufacturing Co, replacement of furnaces in three bldgs, Military Camp. *Winnipeg Man:* Brothan Painting Co Ltd, interior painting of central heating plant (Bldg 51), RCAF Station; Red River Construction Co Ltd, installation of catch basins, Fort Osborne Barracks. *Dundurn Sask:* H J Tubby & Son Ltd, repairing of roof truss & related work, Bldg No 149, Military Camp. *Moose Jaw Sask:* Canadian Pittsburgh Industries Ltd, supply & installation of solex twindow in control tower, RCAF Station. *Calgary Alta:* Nick Corradetti, erection of Butler Bldg including concrete foundations,



Currie Barracks. *Comox B C*: Richards-Wilcox Canadian Co Ltd, installation of steel cables on doors of Hangar No 7, RCAF Station. *Prince George B C*: Drake Manufacturing Ltd, application of fibreboard sheathing & stucco coating to exterior of Armoury.

In addition, this Department awarded 88 contracts containing the General Fair Wages Clause.

### Department of Justice

*St Vincent de Paul Que*: Frost Steel & Wire Co (Quebec) Ltd, supply & erection of security fence, Leclerc Institution. *Kingston Ont*: Foster-Wheeler Ltd, supply & installation of water tube boiler & ancillary equipment, Penitentiary.

### National Capital Commission

*Hurdmans Bridge Ont*: Keystone Contractors Ltd, grading & drainage for new railway line & yard area in new Union Station area.

### National Harbours Board

*Halifax N S*: Standard Paving Maritime Ltd, paving open areas, Pier A-1. *Montreal Que*: Quebec Engineering Ltd, construction of viaduct under CNR tracks near Atwater Ave & Laverendrye Blvd & abutment near Wellington & May Sts for Champlain Bridge, Section 1; Charles Duranceau Ltee, construction of roadways & plaza, Sections 3, 4, 5 & 6, Champlain Bridge; J H Dupuis Ltee, construction of transit shed, Section 59; Leonard J Weber Construction Co, repairs to bin floor, elevator "B" annex, Section 8W, Windmill Point Basin. *Three Rivers Que*: Regional Asphalt Ltd, bituminous paving at Sections 8, 9 & 10.

### Department of Northern Affairs and National Resources

*Cape Breton Highlands National Park N S*: Stephens Construction Ltd, construction of toilet bldg, Lone Shieling. *Grand Pre N S*: W K Sharpe, grading & delivery & spreading of granular fill, National Historic Park. *Halifax N S*: Tasco Sheet Metal Roofing Co Ltd, construction of roof coverings for Old Town Clock Bldg in Citadel. *Fundy National Park N B*: M D Chown & Sons, construction of warden's residence & garage, Point Wolfe Campgrounds. *Kootenay National Park B C*: Cooper & Gibbard Electric Ltd, installation of electrical services in Red Streak Campgrounds; Bill Wearmouth Holdings Ltd, repairs to roof deck of Aquacourt. *Yoho National Park B C*: Walden Construction Ltd, construction of kitchen-dining hall-bunkhouse bldg, Boulder Creek Compound.

In addition, this Department awarded five contracts containing the General Fair Wages Clause.

### Projects Assisted by Federal Loan or Grant

*Belleville Ont*: Beaver Construction Co, construction of trench sewer; Beaver Construction Co, construction of trench sewer, easements along bay front east of river & on Haig Road. *Hodgeville Sask*: Poole Construction Co Ltd, construction of sewage pumping station, sewage pressure main & sewage disposal lagoon. *Lumsden Sask*: Conacher Construction, construction of sewage pumping station, sewage pressure main & sewage disposal lagoon. *Pennant Sask*: Borger Bros Ltd, construction of sewage outfall main & sewage disposal lagoon.

### Department of Public Works

*Gambo Nfld*: Gander Lumber Co Ltd, construction of mail storage shed. *Alder Point N S*: Harold N Price, harbour improvements. *Bailey's Brook N S*: Colin R MacDonald Ltd, breakwater repairs & improvements. *Dartmouth N S*: The J P Porter Co Ltd, removal of Windmill Pier. *Friar's Head N S*: Campbell & McIsaac, wharf repairs. *Glace Bay N S*: Colin R MacDonald Ltd, harbour improvements. *Hunt's Point N S*: Liverpool Lumber Co Ltd, breakwater repairs. *Port Medway N S*: Liverpool Lumber Co Ltd, wharf & breakwater repairs. *Vogler's Cove N S*: Liverpool Lumber Co Ltd, wharf repairs. *Caraquet N B*: Comeau & Savoie Construction Ltd, repairs to inner ell. *St Stephen N B*: J S Parker, wharf repairs. *Anse aux Basques Que*: North Shore Construction Co Ltd, construction of pilotage wharf. *Baie Comeau Que*: McNamara Quebec Ltd, breakwater extension. *Baie St Paul Que*: Thomas Girard, construction of protection wall. *Cap aux Meules I M Que*: La Cie de Construction Arseneau, wharf repairs. *Grosse Ile I M Que*: La Cie de Construction Arseneau, extension to slipway. *Hull Que*: Simco Construction, general alterations to 1st & 2nd floors, Connor Bldg; Beaudoin Construction Ltd, installation of steel partitioning & related work, National Printing Bureau. *Lauson Que*: Plessis Construction Ltee,

reconstruction of machine shop at Champlain Dry Dock; Union Des Carrieres & Pavages Ltee, asphalt paving, Lorne Dry Dock. *Montreal Que*: Berwill Boiler & Steel Works Ltd, supply & installation of two coal conveyors, Postal Terminal, 715 Windsor St; Hiland Ltd, additions & alterations, Postal Station "Snowdon". *Newport Point Que*: Roger Legace, installation of lighting system. *Petit Saguenay Que*: Desforges & Fils Ltee, installation of lighting system. *Quebec Que*: Les Entreprises Cap Diamant, rubber fenders installation & concrete wheelguard reconstruction, Queen's Wharf. *Ste Anne des Monts Que*: Gerard Marin, construction of protection works. *St Laurent (Montreal) Que*: Prieur Entreprises Inc, acoustic modifications to scoring & shooting studio No 2 & voice booths Nos 2 & 3, National Film Board Bldg; Prieur Entreprises Inc, alterations to camera department, National Film Board. *St Prosper Que*: Omer Pare, construction of post office bldg. *St Raphael Que*: R Bouchard & C Lacroix, construction of post office bldg. *St Romuald (New Liverpool) Que*: Arthur Simoneau, construction of protection works. *Schefferville Que*: Panzini Ltee, construction of seismograph vault. *Arnprior Ont*: M Sullivan & Son Ltd, construction of underground shelters, Civil Defence College; J C McManus & Sons, interior & exterior painting of various bldgs, Civil Defence College. *Johnstown Ont*: Fort Construction & Equipment Ltd, alterations to transit shed. *Kincardine Ont*: Con-Bridge Ltd, wharf repairs. *Ottawa Ont*: Thomas Fuller Construction (1958) Ltd, interior renovations, Victoria Memorial Museum; V K Mason Construction Ltd, alterations & improvements, Central Heating Plant, Tunney's Park (Phase 11); A Lanctot Construction Co Ltd, construction of underground concrete seismograph vaults & tunnel, CEF; Simco Construction, alterations, Blackburn Bldg; Beaudoin Construction Ltd, pointing & repairs, Justice Bldg; Canadian Ice Machine Co Ltd, supply & installation of stand-by water chiller unit, Department of Public Works Testing Laboratories, Confederation Heights; Lacroix & Son Ltd, plumbing repairs, East Block, Parliament Bldgs; J R Statham Construction Ltd, alterations to Postal Station "B". *Port Credit Ont*: McNamara Road Construction Ltd, harbour improvements (east breakwater extension). *Toronto Ont*: Westeel Products Ltd, supply & erection of movable partitions, fourth floor, Mackenzie Bldg; H J McFarland Construction Co Ltd, runway extension (west) & repairs to seawall deck, Toronto Island Airport. *Sandy Bay Man*: Walter Bergman Ltd, construction of eight-classroom school, Dauphin Agency. *Selkirk Man*: B F Klassen Construction Ltd, wharf repairs. *North Battleford Sask*: Piggott Construction Ltd, construction of RCMP administration bldg & garage. *Cabri Sask*: Knutson Construction Co Ltd, construction of post office bldg. *Carlyle Sask*: P W Graham & Sons Ltd, construction of federal bldg. *Indian Head Sask*: Weber Construction (Yorkton) Ltd, construction of RCMP detachment quarters. *Regina Sask*: A W Homme Ltd, fuel oil tank replacement at Central Heating Plant, Depot Division, RCMP Barracks. *Cardston Alta*: Weston Bros Ltd, construction of Indian residential school. *Habay Alta*: Hillas Electric Co Ltd, reconstruction of electrical system, Assumption IRS. *Magrath Alta*: Glen Little, construction of RCMP detachment quarters. *Meanook Alta*: Nadon Paving, paving of entrance roads, Dominion Observatory. *Wood Buffalo National Park Alta*: Vernon E Sandy Contractors Ltd, right-of-way clean-up, Pine Lake-Peace Point. *Church House B C*: Victoria Pile Driving Co Ltd, wharf replacement. *Lumby B C*: Gustavus Construction Ltd, construction of RCMP detachment quarters. *Lytton Indian Agency B C*: Canwest Construction Co Ltd, construction of one-classroom addition, Seton Lake. *Masset B C*: S R Kirkland Construction Co Ltd, float & gangway renewal. *Minstrel Island B C*: S R Kirkland Construction Co Ltd, improvements to float facilities. *Spring Cove B C*: Ivan Ossinger, approach & float repairs. *Steveston B C*: Pacific Pile Driving Co Ltd, construction of pilot boat berth (DOT). *Tahsis B C*: S R Kirkland Construction Co Ltd, construction of breakwater for seaplane landing. *Tofino B C*: E E Sawchuk, construction of shear boom & breakwater. *Vancouver B C*: Kelsey Construction Ltd, alterations to 5th & 6th floors for office space & 4th floor for CNIB Canteen, Alvin Bldg. *Hay River N W T*: St Laurent Construction, additions & alterations to Art & Craft Indian school & two utility rooms to Units No 3 & 7 & construction of warehouse & POL shed. *Snag Creek Y T*: Whitehorse Construction Co Ltd, construction of house for Customs & Excise.

In addition, this Department awarded 63 contracts containing the General Fair Wages Clause.

### The St. Lawrence Seaway Authority

*Longueuil Que*: Payette Construction Ltee, improvements to reclaimed area. *Cornwall Ont*: Roads Resurfacing Co Ltd, road construction, Cornwall North Channel Bridge. *St Catharines Ont*: Ruliff Grass Construction Co Ltd, modification of mitre gate sills, Welland Canal; Frost Steel & Wire Co Ltd, supply & installation of chain link fence, Locks 3, 5 & 7, Welland Canal, Western District.



## Department of Transport

*Battle Harbour (Labr) Nfld:* Twillingate Engineering & Construction Co Ltd, construction of two single dwellings, fuel storage tank & improvements to water supply. *Cartwright (Labr) Nfld:* McNamara Construction of Newfoundland Ltd, construction of Marine Radio Station & related work. *Gander Nfld:* Dynamic Construction Ltd, installation of lighting facilities & emergency power feed to Air Terminal Bldg, International Airport. *Whitehead N S:* Urban Construction Ltd, construction of dwelling. *Dorval Que:* The Highway Paving Co Ltd, installation of power supply, Montreal International Airport. *Fame Point Que:* Alcide Joncas, construction of single dwelling at light station. *Forestville Que:* Nordbec Construction Inc, installation of LI lighting for approach 09, Airport. *Quebec Que:* Louis-Nazaire Roy, construction of weather surveillance radar bldg & related work. *Bobcaygeon Ont:* Ruliff Grass Construction Co Ltd, reconstruction of entrance wall at Lock No 32, Trent Canal. *Fenelon Falls Ont:* Canadian Dredge & Dock Co Ltd, construction of navigation lock, Trent Canal. *Gamebridge Ont:* James W Newman Construction Ltd, construction of two watch houses at Locks No 39 & 40, Trent Canal. *Kenora Ont:* Harris Construction Co Ltd, construction of water supply. *London Ont:* The Totten Construction Co Ltd, construction of weather surveillance radar bldg & related work. *Mount Forest Ont:* Harry E Bye, construction of meteorological operations bldg. *Sault Ste Marie Ont:* H D Short Ltd, installation of LI lighting on approaches 04 & 29 & feeder cables, Airport. *Toronto Ont:* Dundas Construction Co Ltd, provision of water supply mains, sewage disposal lines & associated work, Toronto International Airport. *Uplands Ont:* J M Cote, airport fencing. *Flin Flon Man:* Peter Boorberg, installation of MI runway lighting. *Winnipeg Man:* Claydon Co Ltd, development of two grass strips, parking areas & taxiways at Winnipeg (Satellite) Airport. *Calgary Alta:* Bird Construction Co Ltd, establishment of remote transmitter site; Wirtanen Electric Co Ltd, installation of runway lighting facilities at Airport. *Chatham Point B C:* Gobin Construction Ltd, construction of access road to Surface Weather Station. *Enderby B C:* W & W Construction Ltd, improvements to road to VOR. *Kelowna B C:* Wirtanen Electric Co Ltd, installation of lighting facilities & related work, Airport. *Vancouver B C:* General Construction Co Ltd, strengthening of runway 08-26, Airport; F B Stewart & Co Ltd, construction of airport lighting facilities. *Yellowknife N W T:* Poole Construction Co Ltd, construction of water supply & sewage disposal systems.

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## Canadian Chamber of Commerce

(Continued from page 1253)

—continue to support the General Agreement on Tariffs and Trade and similar agreements while exploring actively other possible instruments and arrangements directed toward expansion of trade;

—separate provisions for seasonal unemployment from the Unemployment Insurance Fund.

Again this year the Chamber recommended that Canadian employers continue to co-operate in the placing of physically handicapped persons in suitable jobs and, if they have not already done so, that they investigate the possibilities of employing handicapped persons.

It urged the federal Government to encourage and support the provinces in every way possible to develop co-ordinated rehab-

ilitation programs that will provide such facilities and services as are necessary to bring comprehensive rehabilitation to those individuals who can benefit, and, in developing such services, to encourage the fullest co-operation of employers, workers, government and voluntary agents.

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## Decisions of Umpire

(Continued from page 1286)

valid reason to interfere with the board's unanimous finding in that respect. I consequently decide to maintain the disqualification imposed under section 54(2)(a) of the Act as from January 18, 1961. To this extent, I dismiss the claimant's appeal.



# PRICES AND THE COST OF LIVING

## Consumer Price Index, November 1961

The consumer price index (1949=100) rose 0.4 per cent between October and November, increasing from 129.2 to 129.7, a record. Until this rise the index had remained fairly steady since the previous November, when it was 129.1\*.

In the month, six of the seven component indexes moved higher. There was no change in the tobacco and alcohol index.

The food index increased 0.2 per cent to 123.6 from 123.3, as higher prices obtained for eggs, fresh tomatoes, celery, turkey, powdered skim milk, flour, tea and instant coffee. Lower prices were reported for fresh pork, lamb, chicken, some beef cuts, and most fresh and canned vegetables.

The housing index rose 0.1 per cent to 133.7 from 133.6, as both the shelter and household operation components increased 0.1 per cent. In shelter, the rent index was unchanged but the home-ownership index was up 0.3 per cent. Within household operation, increases for textiles, utensils and equipment, and household supplies more

than balanced decreases for fuel, furniture and floor coverings.

The clothing index increased 0.4 per cent to 114.0 from 113.6, as higher prices were recorded in the men's, women's and children's wear groups, footwear and piece goods.

The transportation index moved up 1.1 per cent to 141.5 from 140.0. This change reflected initial pricing of 1962 model cars in the automobile operation group, up from September prices of 1961 models but below initial prices on 1961 models in November 1960.

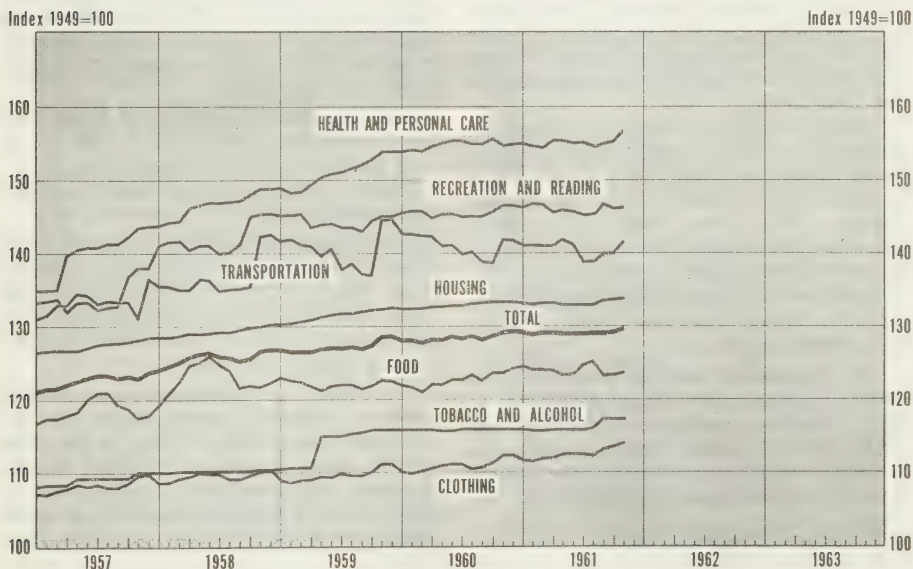
The health and personal care index rose 0.9 per cent to 156.7 from 155.3. The health care component was up 0.9 per cent as a result of higher prices for pharmaceuticals; the index of personal care rose 1.0 per cent because of price increases for men's haircuts and women's hairdressing.

The recreation and reading index increased a fractional 0.1 per cent to 146.3 from 146.2, reflecting higher prices for theatre admissions, camera film, bicycles and sports equipment within the recreation component.

The tobacco and alcohol index was unchanged at 117.3.

\*See Table F-1 at back of book.

## CONSUMER PRICE INDEX



## City Consumer Price Indexes, October 1961

Between September and October consumer price indexes (1949=100) rose in eight of the ten regional cities. One city index declined and one remained unchanged.\*

Increases ranged from 0.2 per cent in Toronto to 0.7 per cent in Montreal and Ottawa. The St. John's index declined 0.2 per cent while the index for Saint John was unchanged.

Food indexes rose in all cities except St. John's, where it declined 0.8 per cent. Increases ranged from 0.2 per cent in Saint John to 2.0 per cent in Ottawa. Shelter indexes were higher in six cities, lower in one, and unchanged in the other three. Clothing indexes rose in seven cities and were unchanged in three. Household operation indexes were higher in four cities, lower in five, and unchanged in the other one. There were mixed results in the other commodities and services component: three indexes were higher, three were lower, and the remaining four were unchanged.

Regional consumer price index point changes between September and October were as follows: Montreal +0.9 to 130.4; Ottawa +0.9 to 132.1; Winnipeg +0.8 to 128.7; Vancouver +0.6 to 129.6; Edmonton-Calgary +0.5 to 126.0; Halifax +0.4 to 129.2; Saskatchewan-Regina +0.4 to 126.8; Toronto +0.2 to 132.5; St. John's -0.2 to 116.5†. Saint John remained unchanged at 130.8.

## Wholesale Price Index

### July 1961

Canada's general wholesale price index (1935-39=100) rose from 231.4 in June to 234.5 in July. Six major group indexes increased, one declined and one remained at the June level.

Indexes were higher in July for vegetable products, at 205.1 from 200.1 in June; textile products, 236.1 from 234.1; wood products, 307.8 from 302.4; non-ferrous metals, 187.1 from 179.0; non-metallic minerals, 185.0 from 183.8; and chemical products, 189.1 from 187.6.

The animal products index declined from 251.5 to 251.0. The iron products index was unchanged at 259.3.

The residential building materials price index (1935-39=100) was unchanged at 294.5 between June and July; on the base 1949=100, at 129.2. The non-residential building materials price index (1949=100) rose 0.1 per cent from 130.9 to 131.0.

\*See Table F-2 at back of book.

†On base June 1951=100.

## August 1961

The wholesale price index remained unchanged at 234.5 between July and August. Three of the group indexes increased, four decreased and one held steady.

Increases were recorded for vegetable products, from 205.1 to 205.5; for animal products, from 251.0 to 251.6; and for iron products, from 259.3 to 259.5.

Decreases were registered for textile products, from 236.1 to 234.8; wood products, from 307.8 to 307.6; non-ferrous metals, from 187.1 to 187.0; and chemical products, 189.1 to 188.6.

Non-metallic minerals remained unchanged at 185.0.

The non-residential building materials price index held steady at 131.0 between July and August. The residential building materials price index moved down 0.3 per cent from 294.5 to 293.5 on the 1935-39=100 base; on the 1949=100 base it changed from 129.2 to 128.7.

The index of Canadian farm product prices at terminal markets remained unchanged at 214.6 in the three weeks ended August 18. The field products index moved down 0.6 per cent to 162.6 from 163.6 but the animal products index moved up 0.4 per cent to 266.6 from 265.6.

### September 1961

The wholesale price index advanced from 234.5 to 235.3 between August and September. Five group indexes increased, two decreased and one remained unchanged.

Indexes that increased were: vegetable products, from 205.5 to 205.7; animal products, from 251.6 to 255.7; textile products, from 234.8 to 235.5; non-metallic minerals, from 185.0 to 185.3; and chemical products, from 188.6 to 189.7.

The two indexes that moved lower were wood products, from 307.6 to 307.4, and iron products, from 259.5 to 259.2.

The non-ferrous metals index remained unchanged at 187.0.

The residential building materials price index fell between August and September from 293.5 to 291.7 (1935-39=100) and from 128.7 to 127.9 on the 1949 base. The non-residential index (1949=100) dropped to 130.7 from 131.0.

The index of Canadian farm product prices at terminal markets moved up 1.1 per cent, from 215.8 to 218.1, in the three weeks ended September 22. The animal products index increased 2.1 per cent to 276.4 from 270.8 but the field products index eased 0.6 per cent to 159.8 from 160.7.

### October 1961

The wholesale price index was unchanged at 235.3 between September and October. Four group indexes advanced but three declined and one held steady.

Increases were recorded by animal products, 255.7 to 256.6; textile products, 235.5 to 235.8; non-metallic minerals, 185.3 to 185.5; and chemical products, 189.7 to 189.8.

Declines were registered by vegetable products, 205.7 to 205.2; iron products, 259.2 to 258.8; and non-ferrous metals, 187.0 to 186.9.

The wood products index was unchanged at 307.4.

The index of Canadian farm product prices at terminal markets advanced 1.3 per cent, from 215.7 to 218.5, in the four-week period ended November 24. The animal products index rose 2.2 per cent from 272.5 to 278.5. The field products

index moved down 0.3 per cent from 158.9 to 158.4.

### U. S. Consumer Price Index, October 1961

The United States consumer price index (1947-49=100) rose 0.1 per cent between mid-September and mid-October. It advanced from 128.3 to 128.4, a record high.

The principal causes of the increase were higher prices for new cars and a further rise in the cost of services, such as rent, medical care and transportation.

One year earlier, the index was 127.3.

### U. K. Index of Retail Prices, September 1961

The United Kingdom index of retail prices (Jan. 17, 1956=100) declined between mid-August and mid-September from 115.7 to 115.5. The drop was mainly the result of a fall in the price of potatoes and other fresh vegetables; the food sub-index decreased almost 1.5 per cent.

A year earlier the index was 110.5.

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## Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE. List No. 158.

### Accident Prevention

The following 4 publications were issued in 1961 in Ottawa by the Government Employees Compensation Branch of the Canadian Department of Labour.

1. *Good Housekeeping*. Pp. 9.
2. *Office Safety*. Pp. 20.
3. *The Supervisor's Role in Accident Prevention*. Pp. 18.
4. *Work Shop Safety*. Pp. 20.

### Annual Reports

5. AUSTRALIA. COMMONWEALTH CONCILIATION AND ARBITRATION COMMISSION. *Basic Wage Judgment, 1961*. [Sydney? 1961] Pp. 5, 64.

6. CANADA. DEPARTMENT OF LABOUR. GOVERNMENT EMPLOYEES COMPENSATION BRANCH. *Occupational Disablements of Employees of the Government of Canada. The Government Employees Compensation Act, Statistical Report, 1960-61*. Ottawa, 1961. Pp. 82.

7. GREAT BRITAIN. MINISTRY OF PENSIONS AND NATIONAL INSURANCE. *Report for the Year 1960*. London, HMSO, 1961. Pp. 158.

8. NEW YORK (STATE). STATE LABOR RELATIONS BOARD. *Twenty-fourth Annual Analysis of Decisions for the Year ended December 31, 1960*. New York, 1961. Pp. 124.

9. ONTARIO. INDUSTRIAL DEVELOPMENT BRANCH. *Annual Review of Ontario's Industrial Development, 1960*. Toronto, 1961. Pp. 44.

### Arbitration, Industrial

10. HILDEBRAND, GEORGE HERBERT. *The Use of Informed Neutrals in Difficult Bargaining Situations*. Ithaca, New York State School of Industrial and Labor Relations, at Cornell [University] 1961. Pp. 19.

This paper will appear in the proceedings of the 14th Annual Meeting of the National Academy of Arbitrators, to be published in



1961 under the title, "New Frontiers in Labor Arbitration."

Considers six cases where neutral parties have been brought in to settle collective bargaining difficulties. This may involve a study committee to look into the situation or else an expert consultant.

11. ILLINOIS. UNIVERSITY. INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS. *Some Problems of Due Process and Fair Procedure in Labor Arbitration*, by R. W. Fleming. Urbana, 1961. Pp. 235-251.

This study discusses arbitration practices in four problem areas: "(1) notice to affected individuals and their right to appear at the hearing, (2) surprise evidence or theory of decision, (3) the right to confrontation of witnesses, (4) the agreed case."

## Business

12. BRITISH COLUMBIA. BUREAU OF ECONOMICS AND STATISTICS. *Establishing a Business in British Columbia*. 4th ed. Victoria, Queen's Printer, 1961. Pp. 48.

Briefly describes the part played by federal, provincial, and municipal governments in regulating and assisting business and industry in British Columbia.

13. U.S. SMALL BUSINESS ADMINISTRATION. *Management Aids for Small Manufacturers*. Annual no. 7. Edited by Robert A. Litzberg. Washington, GPO, 1961. Pp. 66.

Contains nine articles. The subject matter of this volume deals with business-government relations, sales management, personnel policy, production, paperwork, pricing and foreign trade.

## Disabled—Rehabilitation

14. ALLGIRE, MILDRED J. *Nurses can give and teach Rehabilitation; a Manual*, by Mildred J. Allgire and Ruth R. Denney. New York, Springer Pub. Co., 1960. Pp. 61.

This manual may be used as a step-by-step guide in giving care and in teaching care to the disabled person and his family.

15. CANADA. WOMEN'S BUREAU. *A Niche of Usefulness: How Handicapped Women may learn to help Themselves with the Aid of Vocational Rehabilitation Services in Canada*. Ottawa, Queen's Printer, 1961. Pp. 53.

Traces the growth of vocational rehabilitation services in Canada and shows how the existing programs affect women. The pamphlet tells how rehabilitation services are organized and how the individual may make use of them.

## Employment Management

16. INDUSTRIAL WELFARE SOCIETY. *Successful Suggestion Schemes, a Guide to Current Practice*. London, c1958. Pp. 44.

Four factors essential for a successful suggestion scheme are: "1. Management support and enthusiasm; 2. A forward-looking policy on human relation; 3. Efficient and fair administration; 4. Adequate publicity." This study is based on a survey carried out by the Industrial Welfare Society in 208 member companies.

17. MARSH, JOHN. *Work and Leisure Digest*. London, Industrial Welfare Society [1960?] Pp. 82.

Consists mostly of articles reprinted from various periodicals. The author is Director of the Industrial Welfare Society.

## Industrial Relations

18. BLOOM, GORDON FALK. *Economics of Labor Relations*, by Gordon F. Bloom and Herbert R. Northrup. 4th ed. Homewood, Ill., R. D. Irwin, 1961. Pp. 881.

A textbook for college students. It includes the following topics, among others: American trade union history, union structure and government, collective bargaining, labour market, wage determination, labour productivity, old age security, the Taft-Hartley Act, the Labor-Management Reporting and Disclosure Act of 1959, and mediation and conciliation.

19. BROMKE, ADAM. *The Labour Relations Board in Ontario, a Study of the Administrative Tribunal*. Montreal, Industrial Relations Centre, McGill University, 1961. Pp. 104.

Discusses Labour Relations Boards in Canada, labour legislation in Ontario, and the organization, powers, functions, practices and procedures of the Ontario Labour Relations Board.

20. MARSH, JOHN. *An Introduction to Human Relations at Work*. [3d Rev. ed.] London, Industrial Welfare Society, 1960. Pp. 16.

Briefly explains the difference between "industrial relations" and "human relations" and tells why human relations is so important.

## Industry

21. INTERNATIONAL TRADE UNION CONFERENCE ON PRODUCTIVITY IN THE LEATHER AND FOOTWEAR INDUSTRY, DORKING, ENG., 1959. *Final Report*. Paris, Trade Union Information and Research Service, European Productivity Agency, OEEC [1961?] Pp. 103. (Conference held December 15-18, 1959.)

22. LOUNSBURY, FREDERICK EVERETT. *Financing Industrial Development in the Atlantic Provinces*. Halifax, Atlantic Provinces Economic Council, 1960. Pp. 245.

Commissioned by Atlantic Provinces Research Board and prepared by Atlantic Provinces Economic Council, a study of public and private institutions that provide funds to finance regional development and a description of the various lending institutions that provide loans to business enterprises and potential business enterprises.

## Labour Laws and Legislation

23. SHAFI, MOHAMMAD. *Labour Policy of the Pakistan Government*, with Short Notes by M. Shafi. Karachi, Bureau of Labour Publications, 1961. Pp. 44.

Explains the labour policy of the present Government of Pakistan and tells why the policy of the former Government was not successful.

24. U.S. CONGRESS. HOUSE. COMMITTEE ON EDUCATION AND LABOR. *Fair Labor Standards Amendments of 1961; Report to accompany H.R. 3935*. Washington, GPO, 1961. Pp. 77.

The U.S. Congressional House Committee on Education and Labor made recommendations on amending the Fair Labor Standards Act. The topics covered include the following: change in coverage and exemptions in the Act; minimum wage for presently covered workers and for newly covered workers; increases in wage payments; effects on prices and foreign trade; overtime provisions for newly protected workers, etc.

## Labour Organization

25. LERNER, SHIRLEY W. *Breakaway Unions and the Small Trade Union*. London, G. Allen & Unwin, 1961. Pp. 210.

Examines by means of case studies the relationship between small and large trade unions; internal union problems that have led to secessions of union members; and the relations between break-away unions and their parent unions.

26. STIEBER, JACK W. *Democracy and Public Review; an Analysis of the UAW Public Review Board*, by Jack Stieber, Walter E. Oberer and Michael Harrington. Santa Barbara, Cal., Center for the Study of Democratic Institutions, 1960. Pp. 64.

The United Automobile Workers' Public Review Board, composed of seven impartial members outside the union, protects the rights of individual union members. This pamphlet evaluates the work of the Board since its inception in 1957.

27. U.S. BUREAU OF LABOR-MANAGEMENT REPORTS. *Requirements for electing Union Officers as prescribed in Title IV and Related Provisions of the Labor-Management Reporting and Disclosure Act*. Rev. ed. Washington, GPO, 1961. Pp. 58.

## Labouring Classes

28. BAUM, SAMUEL. *The Labor Force of Rumania*. Washington, GPO, 1961. Pp. 33.

"... Deals with the characteristics and growth of the labour force of Rumania from 1930 to 1958, with an evaluation of its prospective development to 1976."

29. CANADIAN WELFARE COUNCIL. *First Priority: the Welfare of People. Submission to the Special Committee of the Senate on Manpower and Employment, March 16, 1961*. Ottawa, 1961. Pp. 47.

Appears on pages 1240-1274 of the Proceedings of the Special Committee of the Senate on Manpower and Employment.

30. CONFERENCE ON EMPLOYMENT AND RETIREMENT OF OLDER WORKERS, REGINA, 1961. *Retirement Practices; Report...* Regina [Saskatchewan Aged and Long-Term Illness Survey Committee] 1961. Pp. 81. (Conference held June 1-2, 1961. E. C. Leslie, chairman of Conference.)

31. GREAT BRITAIN. MINISTRY OF LABOUR AND NATIONAL SERVICE. *The Length of Working Life of Males in Great Britain*. London, HMSO, 1959. Pp. 24.

Contains a table of working life of males in Great Britain for 1931 and for 1955, and explains the method of compiling the table.

32. INTERSTATE CONFERENCE ON LABOR STATISTICS. 18TH, NEWPORT, R.I., 1961. Pp. 261.

Some of the topics discussed included the following: statistics needed in industrial relations, productivity measurement, manpower statistics, and labour statistics.

33. NATIONAL POLICY CONFERENCE, HAMILTON, 1961. *The Economy and Social Responsibility. National Policy Conference, United Steelworkers of America, April 27-29, 1961, Hamilton, Ont.* Toronto, United Steelworkers of America, 1961. 1 volume (various pagings).

Prepared by the Research and Education Departments of the United Steelworkers of America.

Contents: The Economy and Social Responsibility: a Challenge to Political Leadership, by Cleve Kidd. The State of the Economy, by Harry J. Waisglass. Report on Social Responsibility, by Gower Markle. Collective Bargaining Responsibility, Supplemented Unemployment Benefits, Pensions, Group Insurance, and Health Benefits, by Ted Goldberg.

34. U.S. BUREAU OF LABOR STATISTICS. *Labor in India*. Washington, 1956. Pp. 25.

35. U.S. BUREAU OF LABOR STATISTICS. *Labor in Liberia*. Washington, 1960. Pp. 22.

36. U.S. BUREAU OF LABOR STATISTICS. *Summary of the Labor Situation in Honduras*. Washington, U.S. International Cooperation Administration, Office of Labor Affairs, 1959. Pp. 25.

37. U.S. BUREAU OF LABOR STATISTICS. *Rest Periods, Washup, Work Clothing, and Military Leave Provisions in Major Union Contracts*. Washington, GPO, 1961. Pp. 32.

## Unemployment

38. U.S. BUREAU OF EMPLOYMENT SECURITY. *Handbook on Estimating Unemployment*. Rev. ed. Washington, GPO, 1961. Pp. 76.

This handbook "...is designed to provide background information on the development of unemployment estimating methodology and to provide a technique for the use of State employment security agencies, in estimating unemployment in major and small labor market areas, and for the State as a whole."

39. U.S. BUREAU OF EMPLOYMENT SECURITY. *Handbook on Sources of Data for Manpower Projections*. Washington, GPO, 1961. Pp. 80.

"This handbook is designed to assist the State employment security agencies in the preparation of needed population and labor data..."



40. U.S. CONGRESS. SENATE. COMMITTEE ON LABOR AND PUBLIC WELFARE. *Training of the Unemployed. Hearings before the Subcommittee on Employment and Manpower of the Committee on Labor and Public Welfare, United States Senate, Eighty-seventh Congress, First Session on S. 987 and S. 991, Bills relating to the Training and Utilization of the Manpower Resources of the Nation, and for Other Purposes.* Washington, GPO, 1961. Pp. 309, 96. (Hearings held between March 20 and June 7, 1961.)

The U.S. Congressional Senate Subcommittee on Employment and Manpower held hearings on Bill S. 987, "A bill to authorize the retraining of persons displaced from their jobs by automation or other technological developments, foreign competition, relocation of industry, shift in market demands, or other change in the structure of the economy", and Bill S. 991, "A bill relating to the occupational training, development, and use of the manpower resources of the Nation, and for other purposes."

### Universities and Colleges

41. SHEFFIELD, EDWARD FLETCHER. *Sources of University Support.* Ottawa, Canadian Universities Foundation, 1961. Pp. 23. (Text in English and French.)

42. VANDERKAMP, JOAN ROSEMARY (BUSHNELL). *Provincial Programmes of Aid to University Students, 1957-58 to 1960-61.* Ottawa, Canadian Universities Foundation, 1961. Pp. 27. (Text in English and French.)

### Wages and Hours

43. CANADA. BUREAU OF STATISTICS. *Review of Man-Hours and Hourly Earnings with Average Weekly Wages, 1945-60.* Ottawa, Queen's Printer, 1961. Pp. 47.

44. PALMER, EDGAR ZAVITZ, ED. *City and Regional Wage Comparisons*, by Edgar Z. Palmer, Editor, David J. Thomas and Robert S. Polkinghorn. Lincoln, University of Nebraska, College of Business Administration, 1960. Pp. 108.

Contains two studies: Intercity Differentials in Retail Trade; Average Compensation, Productivity, and Sales per Store, by David John Thomas. Regional and City-Size Wage Differentials for Selected Occupations, by Robert Stephen Polkinghorn.

45. U.S. BUREAU OF LABOR STATISTICS. *Wage Chronology: United States Steel Corporation, 1937-60. Basic Chronology (including Supplements 1-6) and Supplements 7 and 8.* Washington, GPO, 1961. Pp. 29.

"This chronology describes changes in wage rates and related wage practices in the steel-producing divisions of the United States Steel Corporation that have been negotiated with the United Steelworkers of American (AFL-CIO) from 1937 to 1960."

46. WORLD CONFEDERATION OF ORGANIZATIONS OF THE TEACHING PROFESSION. *Report on Salary Negotiations Machinery for Teachers.* Washington, 1960. Pp. 92. (French version bears title, *Systèmes de négociation des traitements du personnel enseignant.*)

Provides information for 27 countries. "Special attention is given to (a) the existence of machinery of negotiation, (b) the parties involved in the process of negotiation, (c) the process of negotiation itself, (d) the methods of resolution if negotiation reaches an impasse, and (e) action following the negotiated agreement."

### Miscellaneous

47. DOMINION SECURITIES CORPORATION LIMITED. RESEARCH DEPARTMENT. *A Synopsis of the Report of the Royal Commission on Transportation, Volume 1.* Toronto, 1961. Pp. 8.

48. ILLINOIS. UNIVERSITY. INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS. *Members, Nonmembers, Ex-members*, by Margaret K. Chandler and Philip Marden. Urbana, 1961. Pp. 14.

Based on a survey of registered nurses in District 15, Illinois Nurses' Association, to see why the nurses do or do not belong to the professional organization; what the organization means to them; how independent nurses are as professionals; and what their opinion is of the American Nurses' Association and its programs.

49. INDUSTRIAL WELFARE SOCIETY. *Further Papers on Government Pension Proposals; the Implications for Industry and Commerce of the National Insurance Bill, 1959.* London [1960?] Pp. 30.

50. SEMINAR ON THE PROTECTION OF HUMAN RIGHTS IN THE ADMINISTRATION OF CRIMINAL JUSTICE, WELLINGTON, N.Z., 1961. *Seminar on the Protection of Human Rights in the Administration of Criminal Justice (1961)* Wellington, New Zealand, 6 to 20 February 1961. Organized by the United Nations in co-operation with the Government of New Zealand. New York, United Nations, 1961. Pp. 158.

51. UNITED NATIONS. SECRETARY-GENERAL, 1953-1961 (HAMMARSKJOLD). *International Compensation for Fluctuations in Commodity Trade; Report by a Committee of Experts appointed by the Secretary-General.* New York, Dept. of Economic and Social Affairs, United Nations, 1961. Pp. 96.

52. U.S. BUREAU OF LABOR STATISTICS. *Foreign Trade and Collective Bargaining*, by Philip Arnow. Washington, 1960. Pp. 37.

Text of speech delivered at the spring meeting of the Industrial Relations Research Association, Detroit, May 7, 1960.

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# LABOUR STATISTICS

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## A—Labour Force

**TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED OCTOBER 14, 1961**

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Canada	Atlantic Region	Quebec	Ontario	Prairie Region	British Columbia
The Labour Force.....	6,538	613	1,812	2,386	1,142	585
Men.....	4,784	456	1,346	1,707	839	436
Women.....	1,754	157	466	679	303	149
14—19 years.....	618	82	199	188	108	41
20—24 years.....	818	85	270	266	137	60
25—44 years.....	2,976	251	831	1,116	504	274
45—64 years.....	1,903	173	466	730	344	190
65 years and over.....	223	22	46	86	49	20
Employed.....	6,220	571	1,698	2,294	1,106	551
Men.....	4,522	418	1,249	1,634	813	408
Women.....	1,698	153	449	660	293	143
Agricultural.....	704	78	149	158	295	24
Non-Agricultural.....	5,516	493	1,549	2,136	811	527
Paid Workers.....	5,085	468	1,426	1,976	746	469
Men.....	3,557	331	1,015	1,368	502	341
Women.....	1,528	137	411	608	244	128
Unemployed.....	318	42	114	92	36	34
Men.....	262	38	97	73	26	28
Women.....	56	4	17	19	10	6
Persons Not in the Labour Force.....	5,535	605	1,629	1,846	920	535
Men.....	1,227	152	353	382	208	132
Women.....	4,308	453	1,276	1,464	712	403

**TABLE A-2—UNEMPLOYED**

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	October 1961	September 1961	October 1960
Total unemployed.....	318	308	368
On temporary layoff up to 30 days.....	13	16	21
Without work and seeking work.....	305	292	347
Seeking full-time work.....	280	270	332
Seeking part-time work.....	25	22	15
Seeking under 1 month.....	95	88	120
Seeking 1—3 months.....	102	98	125
Seeking 4—6 months.....	47	43	53
Seeking more than 6 months.....	61	63	49

**TABLE A-3—DESTINATION OF ALL IMMIGRANTS BY REGIONS**

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Period	Atlantic	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Canada Total	Males
1953 Total.....	4,049	34,294	90,120	27,208	13,197	168,868	91,422
1954 Total.....	3,849	28,419	83,029	26,638	12,292	154,227	84,531
1955 Total.....	3,067	22,117	57,563	18,559	11,640	109,946	56,828
1956 Total.....	3,029	31,396	90,662	17,957	17,930	194,857 <sup>(1)</sup>	89,541
1957 Total.....	5,092	55,073	147,097	37,172	37,730	282,164	154,226
1958 Total.....	3,268	28,443	63,853	15,756	13,531	124,851	60,630
1959 Total.....	2,163	24,816	55,976	12,848	11,125	106,928	51,476
1st 9 Months 1960.....	1,695	18,917	43,784	11,146	8,301	83,843	42,567
1st 9 Months 1961.....	1,549	13,069	28,804	6,832	5,914	56,168	25,631

<sup>(1)</sup> Total includes 3,883 whose destination is not specified.**TABLE A-4—DISTRIBUTION OF WORKERS ENTERING CANADA BY OCCUPATIONS**

SOURCE: Immigration Branch, Department of Citizenship and Immigration

	Managerial and Professional	Clerical	Transportation and Communication	Commercial and Financial	Service	Agriculture	Fishing, Trapping, Logging and Mining	Manufacturing and Mechanical and Construction	Labourers	Others	Total Workers
1953 Total.....	10,021	6,339	1,855	3,185	13,766	17,250	879	26,492	10,380	966	91,133
1954 Total.....	9,983	6,775	1,938	2,735	11,974	10,920	763	25,699	13,011	578	84,376
1955 Total.....	8,563	5,775	1,190	2,146	9,588	7,036	514	15,117	7,687	371	57,987
1956 Total.....	10,339	9,492	2,255	3,823	13,800	7,500	1,649	29,264	12,482	435	91,039
1957 Total.....	17,256	16,829	5,254	6,559	17,574	10,838	2,693	54,376	19,471	661	151,511
1958 Total.....	8,497	6,745	1,229	2,229	11,501	5,071	513	17,476	9,388	429	63,078
1959 Total.....	7,784	5,459	999	2,107	9,740	4,965	371	12,792	8,940	394	53,551
1st 9 Months 1960.....	6,578	4,888	1,062	1,781	6,634	4,620	602	11,590	6,291	276	44,322
1st 9 Months 1961.....	5,983	3,402	460	978	5,081	2,020	137	6,654	3,110	47	27,872

## B—Labour Income

### B-1—ESTIMATES OF LABOUR INCOME

Note: All figures in this table except those for 1956 have been revised. Monthly and quarterly figures may not add to annual totals because of rounding.

(\$ Millions)

Source: Dominion Bureau of Statistics

Year and Month	Monthly Total			Quarterly Totals <sup>(1)</sup>						
	Mining	Manu- facturing	Trans- portation, Storage and Communi- cation <sup>(2)</sup>	Forestry	Construc- tion	Public utilities	Trade	Finance Services (including Govern- ment)	Supple- men- tary Labour income	Totals (3)
1956—Total....	498	4,586	1,560	371	1,210	239	2,069	3,546	617	14,890
1957—Total....	535	4,838	1,661	336	1,311	277	2,265	3,920	683	16,018
1958—Total....	527	4,828	1,677	270	1,329	298	2,359	4,295	739	16,524
1959—Total....	552	5,103	1,773	288	1,472	316	2,528	4,765	819	17,761
1960—Total....	551	5,200	1,779	326	1,472	327	2,641	5,095	916	18,514
1960—										
September...	46.9	442.0	153.2	.....	.....	.....	.....	.....	.....	1,620.7
October.....	45.7	437.5	151.2	.....	.....	.....	.....	.....	.....	1,599.8
November...	45.4	432.3	148.5	91.6	369.9	82.6	685.4	1,319.2	235.5	1,573.7
December...	44.3	422.6	144.7	.....	.....	.....	.....	.....	.....	1,529.4
1961—										
January.....	44.2	420.0	140.5	.....	.....	.....	.....	.....	.....	1,494.3
February....	44.4	424.4	142.0	62.1	278.7	81.8	656.5	1,327.4	235.7	1,502.3
March.....	44.5	427.1	142.5	.....	.....	.....	.....	.....	.....	1,510.1
April.....	43.2	431.5	145.4	.....	.....	.....	.....	.....	.....	1,536.2
May.....	45.7	443.1	151.1	62.4	356.0	84.6	679.2	1,382.0	242.3	1,592.7
June.....	46.2	458.1	162.9	.....	.....	.....	.....	.....	.....	1,659.2
July.....	46.2	451.7	164.6	.....	.....	.....	.....	.....	.....	1,651.5
August*.....	46.3	460.0	160.2	75.4	438.4	87.6	690.2	1,392.7	248.1	1,667.7
September†..	46.0	462.7	159.8	.....	.....	.....	.....	.....	.....	1,687.9

<sup>(1)</sup> Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

<sup>(2)</sup> Includes post office wages and salaries.

<sup>(3)</sup> Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

\* Revised.

† Preliminary.



## C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees-at September 1961 employers in the principal non-agricultural industries reported a total employment of 2,927,461. Tables C-4 (every second month) and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage earners in the reporting firms.

**TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES**

(1949-100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Year and Month	Industrial Composite				Manufacturing			
	Index Numbers (1949-100) <sup>(1)</sup>			Average Weekly Wages and Salaries	Index Numbers (1949-100)			Average Weekly Wages and Salaries
	Employment	Aggregate Payrolls	Average Weekly Wages and Salaries		Employment	Aggregate Payrolls	Average Weekly Wages and Salaries	
				\$				\$
Averages								
1955.....	112.9	161.2	142.1	81.05	109.8	159.5	144.4	63.48
1956.....	120.7	182.0	150.0	64.44	115.8	176.8	151.7	66.71
1957.....	122.6	194.7	158.1	67.93	115.8	185.3	159.1	69.94
1958.....	117.9	194.1	163.9	70.43	109.8	182.7	165.3	72.67
1959.....	119.7	205.7	171.0	73.47	111.1	193.3	172.5	75.84
1960								
September.....	123.1	220.7	178.2	76.55	111.6	201.6	178.2	78.37
October.....	121.5	218.2	178.3	76.60	109.6	199.4	179.6	78.95
November.....	119.7	214.5	177.9	76.43	108.1	197.2	180.0	79.16
December.....	114.8	202.4	175.0	75.18	104.1	187.0	177.2	77.92
1961								
January.....	111.6	201.4	179.2	77.00	104.3	191.6	181.1	79.65
February.....	111.0	202.5	181.1	77.80	104.6	193.5	182.5	80.24
March.....	111.1	202.3	180.7	77.64	104.9	194.4	182.8	80.36
April.....	112.6	206.3	181.8	78.12	105.4	196.7	184.1	80.95
May.....	117.2	214.6	181.6	78.00	108.4	201.8	183.6	80.72
June.....	121.3	223.6	182.8	78.55	111.2	208.1	184.6	81.17
July.....	122.5	225.1	182.1	78.24	110.9	205.6	182.7	80.34
August*.....	123.9	227.7	182.2	78.27	113.1	209.8	182.9	80.42
September†.....	123.2	227.7	183.3	78.73	112.7	211.0	184.6	81.15

<sup>(1)</sup>Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

\*Revised.

†Preliminary.

**TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES**

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Aug. 1961	July 1961	Aug. 1960	Aug. 1961	July 1961	Aug. 1960
<b>Provinces</b>				\$	\$	\$
Newfoundland.....	143.0	149.5	149.2	71.10	71.87	67.48
Prince Edward Island.....	147.0	145.0	148.7	56.11	56.18	53.06
Nova Scotia.....	100.2	102.4	98.9	64.17	64.44	62.43
New Brunswick.....	112.4	111.9	109.2	62.32	62.59	62.44
Quebec.....	124.3	122.8	123.7	75.11	75.24	73.28
Ontario.....	122.4	120.6	121.4	81.84	81.64	78.93
Manitoba.....	115.9	115.6	116.9	74.04	74.15	72.33
Saskatchewan.....	132.5	132.7	135.4	74.58	75.50	72.80
Alberta (including Northwest Territories).....	165.1	164.0	162.6	81.72	80.62	78.03
British Columbia (including Yukon).....	118.7	118.8	119.9	84.04	84.67	82.48
<b>Canada.....</b>	<b>123.6</b>	<b>122.5</b>	<b>123.1</b>	<b>78.26</b>	<b>78.24</b>	<b>75.94</b>
<b>Urban Areas</b>						
St. John's.....	143.7	144.3	144.0	58.22	58.60	55.36
Sydney.....	81.8	88.3	90.2	76.37	76.53	74.44
Halifax.....	123.4	123.2	116.9	66.14	65.51	62.69
Moncton.....	109.0	108.9	102.5	60.66	61.10	59.35
Saint John.....	108.5	107.1	107.9	62.71	61.37	63.06
Chicoutimi—Jonquiere.....	116.0	115.1	123.5	95.96	98.94	92.89
Quebec.....	119.5	119.0	114.2	67.36	66.52	64.08
Sherbrooke.....	109.8	105.1	104.2	64.91	65.50	63.30
Shawinigan.....	108.8	108.1	112.7	86.59	87.01	83.04
Three Rivers.....	116.6	113.3	114.8	73.49	73.22	70.68
Drummondville.....	80.4	76.2	76.8	63.22	62.32	61.10
Montreal.....	125.4	124.5	124.7	77.15	77.21	75.05
Ottawa—Hull.....	134.3	131.0	127.6	73.45	74.05	71.30
Kingston.....	123.2	123.6	116.2	77.67	76.69	73.33
Peterborough.....	90.5	90.8	95.1	85.41	86.38	84.41
Oshawa.....	158.7	115.2	126.9	92.81	91.61	86.94
Toronto.....	134.5	132.4	130.9	82.51	82.36	79.54
Hamilton.....	110.2	109.8	111.8	87.60	87.97	84.74
St. Catharines.....	109.5	109.8	107.7	89.48	88.21	85.09
Niagara Falls.....	108.5	103.7	114.7	77.39	79.49	74.59
Brantford.....	82.2	83.2	78.2	73.72	73.94	70.38
Guelph.....	125.2	122.1	121.6	73.96	73.19	71.86
Galt.....	108.0	106.8	118.8	70.73	70.68	69.00
Kitchener.....	124.6	123.3	122.8	74.66	74.48	72.94
Sudbury.....	149.1	149.8	148.9	92.63	92.90	89.04
Timmins.....	93.4	94.0	95.6	71.38	70.33	68.44
London.....	132.5	131.8	125.9	75.75	74.65	73.33
Sarnia.....	134.8	135.2	129.4	101.89	101.00	98.05
Windsor.....	73.4	68.1	75.3	87.11	86.52	84.00
Sault Ste. Marie.....	148.8	146.9	145.1	103.51	99.04	99.07
Ft. William—Pt. Arthur.....	116.6	116.9	117.3	81.81	81.65	79.24
Winnipeg.....	113.8	113.4	115.5	70.99	71.08	69.12
Regina.....	144.0	141.6	138.6	71.59	72.63	70.50
Saskatoon.....	145.4	149.2	148.3	69.52	70.01	67.76
Edmonton.....	198.6	195.6	193.3	76.27	75.40	73.01
Calgary.....	177.7	176.3	177.4	77.40	76.51	74.65
Vancouver.....	116.1	115.5	116.0	83.46	84.26	81.59
Victoria.....	112.7	111.9	111.0	76.68	77.22	74.45

**TABLE C-4—HOURS IN MANUFACTURING BY PROVINCES**

This table is published every second month

**TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES**

(1949 = 100) (The latest figures are subject to revision)

SOURCE: "Employment and Payrolls", D.B.S.

NOTE: Information for other industries is given in "Employment and Payrolls".

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Aug. 1961	July 1961	Aug. 1960	Aug. 1961	July 1961	Aug. 1960
				\$	\$	\$
<b>Mining</b> .....	<b>121.1</b>	<b>121.0</b>	<b>123.9</b>	<b>94.93</b>	<b>91.28</b>	<b>92.62</b>
Metal mining.....	136.0	136.2	140.5	97.35	96.01	94.73
Gold.....	72.4	73.2	74.9	79.28	76.64	75.84
Other metal.....	195.3	195.0	201.6	103.60	102.79	101.27
Fuels.....	85.1	84.7	88.9	96.72	97.19	93.92
Coal.....	43.5	42.0	48.2	73.95	74.05	71.24
Oil and natural gas.....	264.6	268.4	272.9	112.82	112.77	110.46
Non-metal.....	158.6	158.1	151.0	82.73	83.00	81.52
<b>Manufacturing</b> .....	<b>112.9</b>	<b>110.9</b>	<b>111.7</b>	<b>80.37</b>	<b>80.34</b>	<b>77.62</b>
Durable goods.....	113.5	111.6	111.6	87.09	86.68	84.18
Non-durable goods.....	112.5	110.4	111.7	74.69	74.96	72.12
Food and beverages.....	129.6	125.7	130.6	68.08	70.38	65.78
Meat products.....	140.6	140.0	140.8	80.60	80.61	77.33
Canned and preserved fruits and vegetables.....	176.5	152.3	195.7	50.21	55.64	50.28
Grain mill products.....	104.4	104.0	106.4	79.29	79.51	76.09
Bread and other bakery products.....	113.4	112.9	114.7	67.82	68.17	66.39
Distilled and malt liquors.....	103.4	101.3	105.6	99.05	100.14	92.46
Tobacco and tobacco products.....	80.2	81.5	78.3	84.16	82.88	80.63
Rubber products.....	99.9	99.6	101.9	85.15	82.63	80.24
Leather products.....	89.3	87.8	85.3	55.77	54.04	53.36
Boots and shoes (except rubber).....	96.1	95.1	93.0	53.27	52.00	51.09
Textile products (except clothing).....	79.5	77.8	76.9	64.89	63.49	62.57
Cotton yarn and broad woven goods.....	73.1	70.8	67.8	62.68	59.21	58.43
Woollen goods.....	62.9	62.3	63.8	61.08	60.52	59.63
Synthetic textiles and silk.....	85.1	84.0	83.5	70.51	70.34	69.02
Clothing (textile and fur).....	92.4	88.5	91.9	51.57	50.15	49.55
Men's clothing.....	93.1	89.4	91.3	49.71	48.42	47.77
Women's clothing.....	102.8	96.6	100.5	53.91	52.05	51.46
Knit goods.....	73.2	70.1	74.4	50.79	49.99	49.17
Wood products.....	111.5	111.0	108.5	69.32	69.33	67.78
Saw and planing mills.....	116.9	117.4	111.1	70.25	71.07	69.41
Furniture.....	113.3	109.8	113.2	69.86	67.75	66.72
Other wood products.....	81.4	82.4	87.4	61.38	61.34	61.55
Paper products.....	128.5	128.0	128.8	94.75	94.68	91.55
Pulp and paper mills.....	130.2	129.9	131.2	101.66	101.78	98.31
Other paper products.....	124.3	123.5	123.1	77.79	77.18	74.58
Printing, publishing and allied industries.....	123.9	123.7	123.5	87.70	87.67	84.54
Iron and steel products.....	105.4	105.2	105.5	92.96	92.39	89.18
Agricultural implements.....	62.5	64.2	63.5	90.74	91.75	84.42
Fabricated and structural steel.....	153.7	150.8	142.3	91.86	91.68	88.75
Hardware and tools.....	100.9	99.7	99.3	81.11	81.86	79.42
Heating and cooking appliances.....	101.6	97.8	99.6	80.35	79.23	76.82
Iron castings.....	90.8	90.6	89.5	89.49	88.34	84.84
Machinery, industrial.....	116.6	116.5	115.3	88.24	88.02	85.89
Primary iron and steel.....	120.4	122.2	121.2	109.50	106.49	103.14
Sheet metal products.....	109.7	108.4	112.9	90.68	92.37	90.79
Wire and wire products.....	112.0	112.2	114.4	93.71	94.68	89.27
Transportation equipment.....	104.1	97.6	96.6	90.87	90.94	88.63
Aircraft and parts.....	254.9	254.6	239.8	92.67	94.33	93.11
Motor vehicles.....	91.9	68.1	77.9	102.79	106.41	100.72
Motor vehicles parts and accessories.....	103.2	102.2	90.7	89.95	87.52	85.27
Railroad and rolling stock equipment.....	58.3	57.6	61.7	84.02	85.52	79.48
Shipbuilding and repairing.....	130.5	128.9	119.4	82.44	81.49	83.30
Non-ferrous metal products.....	124.4	123.3	132.3	93.89	93.10	90.04
Aluminum products.....	144.3	141.2	150.7	90.58	89.81	84.87
Brass and copper products.....	104.8	103.4	102.6	90.74	88.98	85.79
Smelting and refining.....	140.4	141.4	156.5	101.92	101.09	97.72
Electrical apparatus and supplies.....	135.1	133.2	132.1	88.02	87.73	84.90
Heavy electrical machinery.....	100.7	101.5	105.2	94.59	95.20	92.14
Telecommunication equipment.....	235.5	226.4	211.5	86.14	86.20	84.24
Non-metallic mineral products.....	146.5	147.3	147.0	85.87	84.74	81.41
Clay products.....	92.9	94.9	92.0	76.98	76.73	74.01
Glass and glass products.....	157.8	159.3	153.6	82.10	78.93	76.76
Products of petroleum and coal.....	138.5	139.6	140.2	118.21	116.38	114.32
Petroleum refining and products.....	141.3	142.3	143.2	116.93	117.17	115.13
Chemical products.....	132.7	133.3	134.4	95.03	94.44	90.60
Medicinal and pharmaceutical preparations.....	119.7	119.0	117.0	83.51	83.39	80.09
Acids, alkalis and salts.....	158.5	159.9	162.7	105.50	106.06	100.37
Miscellaneous manufacturing industries.....	142.5	138.9	132.1	71.17	70.70	69.83
<b>Construction</b> .....	<b>145.0</b>	<b>143.4</b>	<b>146.4</b>	<b>84.41</b>	<b>84.02</b>	<b>83.36</b>
Building and general engineering.....	137.1	135.5	140.7	92.38	91.65	90.56
Highways, bridges and streets.....	158.2	156.5	155.9	72.85	72.95	72.68
Electric and motor transportation.....	138.0	136.2	133.9	84.00	82.90	80.78
<b>Service</b> .....	<b>160.9</b>	<b>157.1</b>	<b>151.0</b>	<b>54.91</b>	<b>54.96</b>	<b>52.32</b>
Hotels and restaurants.....	140.4	140.4	140.6	41.57	41.78	40.73
Laundries and dry cleaning plants.....	125.1	125.6	115.9	48.13	48.24	46.15
<b>Industrial composite</b> .....	<b>123.6</b>	<b>122.5</b>	<b>123.1</b>	<b>78.26</b>	<b>78.24</b>	<b>75.94</b>



**TABLE C-5—HOURS AND EARNINGS BY INDUSTRY**

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Aug. 1961	July 1961	Aug. 1960	Aug. 1961	July 1961	Aug. 1960	Aug. 1961	July 1961	Aug. 1960
	no.	no.	no.	\$	\$	\$	\$	\$	\$
<b>Mining</b> .....	<b>41.9</b>	<b>41.4</b>	<b>41.5</b>	<b>2.11</b>	<b>2.11</b>	<b>2.07</b>	<b>88.21</b>	<b>87.55</b>	<b>85.90</b>
Metal mining.....	42.2	41.3	41.7	2.19	2.20	2.15	92.34	90.66	89.76
Gold.....	42.6	41.1	42.5	1.72	1.70	1.66	73.04	70.05	70.41
Other metal.....	42.1	41.3	41.3	2.36	2.38	2.35	99.55	98.40	97.16
<b>Fuels</b> .....	<b>39.7</b>	<b>41.0</b>	<b>40.3</b>	<b>1.98</b>	<b>1.98</b>	<b>1.93</b>	<b>78.67</b>	<b>81.27</b>	<b>78.03</b>
Coal.....	39.1	41.5	40.2	1.76	1.74	1.71	68.83	72.40	68.78
Oil and natural gas.....	40.6	40.1	40.6	2.33	2.36	2.29	94.61	94.67	93.16
<b>Non-metal</b> .....	<b>43.1</b>	<b>42.8</b>	<b>42.4</b>	<b>1.91</b>	<b>1.91</b>	<b>1.86</b>	<b>82.30</b>	<b>81.84</b>	<b>79.02</b>
<b>Manufacturing</b> .....	<b>40.8</b>	<b>40.6</b>	<b>40.5</b>	<b>1.82</b>	<b>1.82</b>	<b>1.76</b>	<b>74.23</b>	<b>73.95</b>	<b>71.46</b>
Durable goods.....	41.2	40.9	40.8	1.98	1.98	1.99	81.69	81.01	78.54
Non-durable goods.....	40.6	40.4	40.3	1.67	1.68	1.62	67.66	67.73	65.30
<b>Food and beverages</b> .....	<b>39.8</b>	<b>41.1</b>	<b>40.2</b>	<b>1.55</b>	<b>1.57</b>	<b>1.50</b>	<b>61.76</b>	<b>64.50</b>	<b>60.29</b>
Meat products.....	40.6	40.4	39.8	1.88	1.88	1.83	76.51	75.86	72.78
Canned and preserved fruits and vegetables.....	37.5	41.2	41.2	1.19	1.21	1.15	44.71	49.79	47.33
Grain mill products.....	42.5	42.3	41.9	1.76	1.78	1.72	74.84	75.25	71.92
Bread and other bakery products.....	41.6	42.2	41.8	1.49	1.49	1.46	62.03	63.08	60.98
Distilled liquors.....	40.2	39.6	39.2	2.05	2.06	1.96	82.45	81.55	76.78
Malt liquors.....	40.9	41.9	39.5	2.33	2.35	2.22	95.23	93.54	87.40
<b>Tobacco and tobacco products</b> .....	<b>40.5</b>	<b>39.6</b>	<b>41.1</b>	<b>1.98</b>	<b>1.95</b>	<b>1.84</b>	<b>79.37</b>	<b>77.29</b>	<b>75.38</b>
<b>Rubber products</b> .....	<b>42.4</b>	<b>40.9</b>	<b>41.1</b>	<b>1.87</b>	<b>1.87</b>	<b>1.81</b>	<b>79.79</b>	<b>76.39</b>	<b>74.45</b>
<b>Leather products</b> .....	<b>41.6</b>	<b>40.2</b>	<b>40.6</b>	<b>1.24</b>	<b>1.23</b>	<b>1.20</b>	<b>51.49</b>	<b>49.38</b>	<b>48.96</b>
Boots and shoes (except rubber).....	41.6	40.7	40.6	1.19	1.18	1.16	49.38	47.91	47.09
Other leather products.....	41.5	39.2	40.9	1.35	1.34	1.31	56.19	52.73	53.35
<b>Textile products (except clothing)</b> .....	<b>42.5</b>	<b>41.3</b>	<b>41.7</b>	<b>1.38</b>	<b>1.37</b>	<b>1.34</b>	<b>58.59</b>	<b>56.59</b>	<b>56.06</b>
Cotton yarn and broad woven goods.....	41.6	39.2	39.6	1.41	1.40	1.36	58.76	54.76	53.73
Woolen goods.....	43.3	42.7	43.5	1.29	1.28	1.26	56.02	54.81	54.70
Synthetic textiles and silk.....	43.4	42.8	42.7	1.45	1.45	1.44	62.98	62.30	61.31
<b>Clothing (textile and fur)</b> .....	<b>39.3</b>	<b>37.9</b>	<b>38.8</b>	<b>1.19</b>	<b>1.18</b>	<b>1.15</b>	<b>46.71</b>	<b>44.89</b>	<b>44.56</b>
Men's clothing.....	38.5	37.3	38.1	1.18	1.17	1.15	45.30	43.67	43.97
Women's clothing.....	38.4	36.7	37.9	1.23	1.27	1.21	49.09	46.59	46.06
Knit goods.....	41.8	40.8	41.3	1.10	1.10	1.07	46.63	44.95	44.19
<b>*Wood products</b> .....	<b>41.5</b>	<b>41.4</b>	<b>41.2</b>	<b>1.60</b>	<b>1.60</b>	<b>1.57</b>	<b>66.37</b>	<b>66.27</b>	<b>64.71</b>
Saw and planing mills.....	40.5	40.8	40.2	1.69	1.69	1.67	68.20	69.14	67.21
Furniture.....	44.1	42.5	43.1	1.49	1.48	1.45	65.64	62.74	62.40
Other wood products.....	41.9	42.0	42.1	1.34	1.34	1.33	56.20	56.26	55.97
<b>Paper products</b> .....	<b>41.5</b>	<b>41.3</b>	<b>41.3</b>	<b>2.16</b>	<b>2.16</b>	<b>2.08</b>	<b>89.71</b>	<b>89.20</b>	<b>85.91</b>
Pulp and paper mills.....	41.3	41.3	41.3	2.33	2.32	2.24	96.32	95.88	92.25
Other paper products.....	41.9	41.6	41.2	1.71	1.70	1.65	71.54	70.70	68.15
<b>*Printing, publishing and allied industries</b> .....	<b>39.2</b>	<b>39.0</b>	<b>38.9</b>	<b>2.22</b>	<b>2.22</b>	<b>2.16</b>	<b>87.27</b>	<b>86.33</b>	<b>84.22</b>
<b>*Iron and steel products</b> .....	<b>41.2</b>	<b>40.9</b>	<b>40.6</b>	<b>2.15</b>	<b>2.15</b>	<b>2.09</b>	<b>88.57</b>	<b>87.95</b>	<b>84.62</b>
Agricultural implements.....	37.9	38.3	37.0	2.16	2.17	2.01	81.70	83.27	74.32
Fabricated and structural steel.....	40.5	39.4	40.8	2.09	2.11	2.00	84.77	83.09	81.07
Hardware and tools.....	41.6	42.0	41.4	1.78	1.79	1.77	73.14	75.25	73.40
Heating and cooking appliances.....	41.4	40.6	40.6	1.81	1.80	1.75	75.14	73.24	71.05
Iron castings.....	42.1	41.6	40.9	2.03	2.02	1.97	85.45	84.05	80.56
Machinery.....	41.5	41.3	41.5	1.98	1.98	1.93	82.21	81.98	80.10
Primary iron and steel.....	41.4	40.3	39.7	2.55	2.55	2.50	105.65	102.80	99.03
Sheet metal products.....	41.2	41.8	42.0	2.11	2.13	2.07	86.76	89.24	87.06
Wire and wire products.....	41.9	42.3	40.9	2.11	2.12	2.03	88.47	89.69	83.12
<b>*Transportation equipment</b> .....	<b>40.1</b>	<b>39.9</b>	<b>40.3</b>	<b>2.12</b>	<b>2.11</b>	<b>2.03</b>	<b>85.07</b>	<b>84.22</b>	<b>81.76</b>
Aircraft and parts.....	40.7	40.9	41.3	2.08	2.12	2.05	84.59	86.69	84.79
Motor vehicles.....	40.3	39.7	40.1	2.35	2.39	2.24	94.98	94.75	90.08
Motor vehicle parts and accessories.....	40.3	38.8	39.7	2.09	2.08	1.96	81.16	80.67	77.94
Railroad and rolling stock equipment.....	39.5	40.3	39.0	2.08	2.07	1.96	81.95	83.59	76.71
Shipbuilding and repairing.....	39.5	39.1	41.1	2.64	2.03	1.99	86.65	79.46	82.03
<b>*Non-ferrous metal products</b> .....	<b>41.0</b>	<b>40.5</b>	<b>40.5</b>	<b>2.14</b>	<b>2.15</b>	<b>2.09</b>	<b>87.64</b>	<b>86.92</b>	<b>84.65</b>
Aluminum products.....	43.2	41.9	42.3	1.89	1.90	1.80	81.49	79.58	76.09
Brass and copper products.....	42.3	41.6	40.6	2.03	2.02	1.98	85.99	84.04	80.42
Smelting and refining.....	40.1	39.8	40.1	2.38	2.38	2.31	95.46	94.80	92.41
<b>*Electrical apparatus and supplies</b> .....	<b>41.1</b>	<b>40.8</b>	<b>40.5</b>	<b>1.88</b>	<b>1.89</b>	<b>1.84</b>	<b>77.35</b>	<b>77.04</b>	<b>74.57</b>
Heavy electrical machinery and equipment.....	40.9	41.2	40.6	2.07	2.08	2.06	84.84	85.64	83.51
Telecommunication equipment.....	40.6	40.8	40.7	1.73	1.73	1.69	70.28	70.77	68.60
Refrigerators, vacuum cleaners and appliances.....	40.0	39.4	39.1	1.89	1.91	1.86	75.65	75.41	72.70
Wire and cable.....	44.4	43.0	41.9	2.12	2.11	2.04	94.05	90.76	85.64
Miscellaneous electrical products.....	40.9	40.1	40.5	1.79	1.80	1.72	73.13	72.13	69.83
<b>*Non-metallic mineral products</b> .....	<b>43.3</b>	<b>42.9</b>	<b>42.8</b>	<b>1.88</b>	<b>1.86</b>	<b>1.79</b>	<b>81.23</b>	<b>79.67</b>	<b>76.62</b>
Clay products.....	42.7	42.5	41.7	1.68	1.68	1.63	71.58	71.55	67.78
Glass and glass products.....	40.6	39.8	40.7	1.91	1.86	1.78	77.82	73.94	72.47
Products of petroleum and coal.....	41.1	41.3	39.9	2.56	2.57	2.52	105.27	105.96	100.54
Chemical products.....	40.6	40.8	40.2	2.64	2.63	1.98	82.85	82.92	79.58
Medicinal and pharmaceutical preparations.....	39.8	39.8	39.7	1.56	1.54	1.51	62.11	61.33	59.79
Acids, alkalis and salts.....	40.0	39.9	39.7	2.36	2.35	2.27	94.62	95.96	90.04
Miscellaneous manufacturing industries.....	41.3	41.1	41.5	1.50	1.50	1.47	61.89	61.46	60.87
<b>Construction</b> .....	<b>42.7</b>	<b>41.4</b>	<b>42.9</b>	<b>1.95</b>	<b>1.94</b>	<b>1.93</b>	<b>83.32</b>	<b>82.47</b>	<b>82.65</b>
Building and general engineering.....	42.2	42.9	42.3	2.14	2.14	2.10	90.51	89.49	89.03
Highways, bridges and streets.....	43.5	43.3	43.8	1.63	1.63	1.64	70.89	70.41	71.72
Electric and motor transportation.....	44.3	43.3	43.7	1.90	1.89	1.83	84.32	81.96	80.13
<b>Service</b> .....	<b>38.9</b>	<b>38.9</b>	<b>39.2</b>	<b>1.04</b>	<b>1.04</b>	<b>1.02</b>	<b>40.64</b>	<b>40.58</b>	<b>40.09</b>
Hotel and restaurants.....	39.2	39.1	39.6	1.01	1.01	0.99	39.38	39.31	39.16
Laundries and dry cleaning plants.....	39.4	39.7	39.3	1.03	1.02	1.00	40.73	40.74	39.29

\* Durable manufactured goods industries.

**TABLE C-6—EARNINGS AND HOURS OF HOURLY-RATED  
WAGE EARNERS IN MANUFACTURING**

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

Period	Hours Worked Per week	Average Hourly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1949=100)	
				Current Dollars	1949 Dollars
	No.	\$	\$	No.	
Monthly Average 1955.....	41.0	1.45	59.45	142.4	122.4
Monthly Average 1956.....	41.0	1.52	62.40	149.5	126.3
Monthly Average 1957.....	40.4	1.61	64.96	155.6	127.4
Monthly Average 1958.....	40.2	1.66	66.77	160.0	127.7
Monthly Average 1959.....	40.7	1.72	70.16	168.1	132.8
Last Pay Period in:					
1960 September.....	40.9	1.77	72.37	173.4	134.0
October.....	40.6	1.78	72.66	174.1	134.3
November.....	40.6	1.79	72.82	174.5	134.6
December.....	38.7	1.82	70.60	169.1	130.9
1961 January.....	40.1	1.81	72.76	174.3	135.2
February.....	40.4	1.82	72.40	175.9	136.2
March.....	40.3	1.83	73.64	176.4	136.7
April.....	40.6	1.84	74.56	178.6	138.5
May.....	40.5	1.84	74.44	178.3	138.3
June.....	41.0	1.83	75.02	179.7	139.3
July.....	40.6	1.82	73.95	177.2	137.3
August.....	40.9	1.82	74.26	177.9	137.8
September.....	41.3	1.82	74.97	179.6	139.0

NOTE: The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*, D.B.S. page ii.

\* Revised.

† Latest figures subject to revision.

## D—National Employment Service Statistics

Tables D-1 to D-5 are based on two statistical reports of the National Employment Service. These reports serve different operational purposes and, therefore, the data are not necessarily identical.

**TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT**

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Period	Unfilled Vacancies			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
December 1, 1955.....	26,895	14,969	41,864	194,478	73,852	268,330
December 1, 1956.....	27,634	16,442	44,076	171,326	74,709	246,035
December 1, 1957.....	13,327	11,209	24,536	326,568	107,176	433,744
December 1, 1958.....	11,579	9,752	21,331	329,050	126,341	455,391
December 1, 1959.....	15,201	12,674	27,875	365,031	137,855	502,886
December 1, 1960.....	15,932	10,799	26,731	393,856	144,123	537,979
January 1, 1961.....	9,859	7,996	17,855	570,789	163,893	734,682
February 1, 1961.....	8,866	8,377	17,243	668,766	185,972	854,738
March 1, 1961.....	8,786	9,513	18,299	691,351	186,991	878,342
April 1, 1961.....	9,927	11,387	21,314	683,034	180,982	864,016
May 1, 1961.....	14,098	13,802	27,900	594,904	172,884	767,788
June 1, 1961.....	17,078	17,208	34,286	418,218	151,611	569,829
July 1, 1961.....	15,103	16,445	31,548	268,284	125,447	393,731
August 1, 1961.....	15,880	14,732	30,612	246,016	117,993	364,009
September 1, 1961.....	14,963	17,850	32,813	216,245	104,695	320,940
October 1, 1961.....	14,645	17,066	31,711	216,358	101,260	317,618
November 1, 1961 (Q).....	12,936	14,979	27,915	249,228	107,697	356,925
December 1, 1961 (Q).....	17,430	15,930	33,360	329,328	125,001	454,329

(Q) Latest figures subject to revision.

\*Current Vacancies only. Deferred Vacancies are excluded.

**TABLE D-2—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT OCTOBER 31, 1961 <sup>(1)</sup>**

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Industry	Male	Female	Total	Change from	
				Sept. 29 1961	Oct. 31 1960
<b>Agriculture, Fishing, Trapping</b> .....	<b>479</b>	<b>101</b>	<b>580</b>	<b>-1,923</b>	<b>+ 186</b>
<b>Forestry</b> .....	<b>715</b>	<b>6</b>	<b>721</b>	<b>- 488</b>	<b>- 331</b>
<b>Mining, Quarrying and Oil Wells</b> .....	<b>304</b>	<b>30</b>	<b>334</b>	<b>+ 23</b>	<b>- 125</b>
Metal Mining.....	181	10	191	+ 14	- 84
Fuels.....	63	11	74	- 2	- 66
Non-Metal Mining.....	15	2	17	- 2	- 8
Quarrying, Clay and Sand Pits.....	23	0	23	+ 9	+ 19
Prospecting.....	22	7	29	+ 4	+ 14
<b>Manufacturing</b> .....	<b>2,978</b>	<b>2,425</b>	<b>5,403</b>	<b>-1,315</b>	<b>+1,552</b>
Foods and Beverages.....	253	339	592	- 665	+ 176
Tobacco and Tobacco Products.....	149	43	192	+ 176	+ 180
Rubber Products.....	11	17	28	- 1	- 8
Leather Products.....	79	140	219	- 65	+ 68
Textile Products (except clothing).....	87	143	230	- 2	+ 114
Clothing (textile and fur).....	140	948	1,088	- 276	+ 386
Wood Products.....	256	80	336	- 109	+ 73
Paper Products.....	107	36	143	- 77	- 168
Printing, Publishing and Allied Industries.....	123	109	232	- 40	+ 86
Iron and Steel Products.....	551	92	643	- 143	+ 169
Transportation Equipment.....	496	57	553	- 29	+ 226
Non-Ferrous Metal Products.....	93	40	133	- 37	- 10
Electrical Apparatus and Supplies.....	254	127	381	- 26	+ 128
Non-Metallic Mineral Products.....	61	19	80	- 14	+ 18
Products of Petroleum and Coal.....	28	9	37	0	+ 21
Chemical Products.....	157	121	278	+ 33	+ 32
Miscellaneous Manufacturing Industries.....	133	105	238	- 40	+ 61
<b>Construction</b> .....	<b>1,468</b>	<b>61</b>	<b>1,529</b>	<b>- 118</b>	<b>+ 219</b>
General Contractors.....	824	42	866	- 128	+ 125
Special Trade Contractors.....	644	19	663	+ 10	+ 94
<b>Transportation, Storage and Communication</b> .....	<b>401</b>	<b>192</b>	<b>593</b>	<b>- 153</b>	<b>0</b>
Transportation.....	269	63	332	- 127	+ 24
Storage.....	15	7	22	- 18	- 6
Communication.....	117	122	239	- 8	- 18
<b>Public Utility Operation</b> .....	<b>82</b>	<b>16</b>	<b>98</b>	<b>- 7</b>	<b>+ 20</b>
<b>Trade</b> .....	<b>2,391</b>	<b>2,995</b>	<b>5,386</b>	<b>- 116</b>	<b>+1,419</b>
Wholesale.....	701	376	1,077	- 176	+ 171
Retail.....	1,690	2,619	4,309	+ 60	+1,248
<b>Finance, Insurance and Real Estate</b> .....	<b>662</b>	<b>468</b>	<b>1,130</b>	<b>- 58</b>	<b>+ 279</b>
<b>Service</b> .....	<b>3,509</b>	<b>8,510</b>	<b>12,019</b>	<b>- 40</b>	<b>+1,543</b>
Community or Public Service.....	249	1,883	2,132	- 369	+ 234
Government Service.....	2,205	367	2,572	+1,561	- 521
Recreation Service.....	69	70	139	- 50	+ 42
Business Service.....	452	435	887	- 13	+ 90
Personal Service.....	534	5,755	6,289	-1,169	+1,698
<b>GRAND TOTAL</b> .....	<b>12,989</b>	<b>14,804</b>	<b>27,793</b>	<b>-4,195</b>	<b>+4,762</b>

<sup>(1)</sup> Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.



**TABLE D-3—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT  
BY OCCUPATION AND BY SEX AS AT OCTOBER 31, 1961<sup>(1)</sup>**

(Source: National Employment Service, Unemployment Insurance Commission)

Occupational Group	Unfilled Vacancies <sup>(2)</sup>			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers.....	1,563	1,706	3,269	6,516	1,861	8,377
Clerical Workers.....	1,022	2,790	3,812	14,892	43,462	58,354
Sales Workers.....	1,499	1,704	3,203	6,750	12,818	19,568
Personal and Domestic Service Workers.....	615	6,232	6,847	28,167	20,923	49,090
Seamen.....				1,052	2	1,054
Agriculture, Fishing, Forestry (Ex. log.).....	500	80	580	3,541	204	3,745
Skilled and Semi-Skilled Workers.....	4,766	1,526	6,292	107,866	13,055	120,921
Food and kindred products (incl. tobacco).....	63	10	73	1,110	425	1,535
Textiles, clothing, etc.....	138	1,131	1,269	1,918	7,483	9,401
Lumber and lumber products.....	806	2	808	8,615	93	8,708
Pulp, paper (incl. printing).....	45	2	47	975	398	1,373
Leather and leather products.....	40	108	148	907	930	1,837
Stone, clay and glass products.....	12	1	13	302	24	326
Metalworking.....	682	25	707	13,623	598	14,221
Electrical.....	188	44	232	2,586	602	3,188
Transportation equipment.....	6		6	490	28	488
Mining.....	51		51	2,475		2,475
Construction.....	765		765	25,879	5	25,884
Transportation (except seamen).....	493	16	509	19,684	104	19,788
Communications and public utility.....	75		75	684	3	687
Trade and service.....	201	145	346	4,251	1,474	5,725
Other skilled and semi-skilled.....	1,007	29	1,036	17,817	673	18,490
Foremen.....	61	12	73	2,182	210	2,392
Apprentices.....	133	1	134	4,398	5	4,403
Unskilled Workers.....	2,971	941	3,912	80,444	15,372	95,816
Food and tobacco.....	195	289	484	2,743	3,935	6,678
Lumber and lumber products.....	41	11	52	8,417	314	8,731
Metalworking.....	47	22	69	5,072	389	5,461
Construction.....	1,438		1,438	39,259		39,259
Other unskilled workers.....	1,250	619	1,869	24,953	10,734	35,687
<b>GRAND TOTAL.....</b>	<b>12,936</b>	<b>14,979</b>	<b>27,915</b>	<b>249,228</b>	<b>107,697</b>	<b>356,925</b>

<sup>(1)</sup> Preliminary—subject to revision.

<sup>(2)</sup> Current vacancies only. Deferred vacancies are excluded.

**TABLE D-4—REGISTRATIONS FOR EMPLOYMENT AT OCTOBER 31, 1961  
AND NOVEMBER 3, 1960**

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Office	Oct. 31 1961 <sup>(1)</sup>	Nov. 3, 1960	Office	Oct. 31, 1961 <sup>(1)</sup>	Nov. 3, 1960
<b>Newfoundland</b> .....	<b>7,783</b>	<b>7,534</b>	<b>Quebec—(Cont'd.)</b>		
Corner Brook.....	1,487	1,673	Val d'Or.....	1,386	1,420
Grand Falls.....	439	860	Valleyfield.....	1,253	1,640
St. John's.....	5,857	5,001	Victoriaville.....	1,320	1,530
			Ville St. Georges.....	1,352	1,245
<b>Prince Edward Island</b> .....	<b>1,103</b>	<b>1,288</b>	<b>Ontario</b> .....	<b>129,134</b>	<b>118,423</b>
Charlottetown.....	674	745	Amprior.....	238	203
Summerside.....	429	543	Barrie.....	939	1,145
<b>Nova Scotia</b> .....	<b>14,649</b>	<b>15,978</b>	Belleville.....	1,282	1,552
Amherst.....	500	571	Bracebridge.....	517	691
Bridgewater.....	586	831	Brantford.....	831	1,259
Halifax.....	3,946	4,628	Brantford.....	2,386	2,813
Inverness.....	222	208	Brookville.....	423	636
Kentville.....	788	1,300	Carleton Place.....	149	131
Liverpool.....	421	413	Chatham.....	1,468	1,651
New Glasgow.....	1,198	1,838	Cobourg.....	652	641
Springhill.....	647	878	Collingwood.....	444	564
Sydney.....	3,573	3,085	Cornwall.....	2,101	2,750
Sydney Mines*.....	1,054		Elliot Lake.....	555	249
Truro.....	873	1,104	Fort Erie.....	486	553
Yarmouth.....	841	1,122	Fort Frances.....	389	313
			Fort William.....	1,521	1,655
<b>New Brunswick</b> .....	<b>11,028</b>	<b>13,341</b>	Galt.....	1,125	1,704
Bathurst.....	858	1,196	Gananoque.....	235	215
Campbellton.....	737	1,317	Goderich.....	340	421
Edmundston.....	641	579	Guelph.....	1,277	1,659
Fredericton.....	1,015	1,321	Hamilton.....	9,715	13,428
Minto.....	349	426	Hawkesbury.....	367	433
Moncton.....	2,649	3,108	Kapuskasing.....	890	796
Newcastle.....	858	923	Kenora.....	535	485
Saint John.....	2,317	2,700	Kingston.....	1,897	1,737
St. Stephen.....	921	828	Kirkland Lake.....	916	1,013
Sussex.....	240	365	Kitchener.....	1,738	2,208
Woodstock.....	443	578	Leamington.....	688	975
			Lindsay.....	415	460
<b>Quebec</b> .....	<b>107,754</b>	<b>115,628</b>	Listowel.....	161	246
Alma.....	1,415	1,097	London.....	3,161	4,681
Asbestos.....	387	383	Long Branch.....	2,664	3,582
Baie Comeau.....	436	377	Midland.....	441	498
Beauharnois.....	750	746	Napanea.....	310	356
Buckingham.....	568	710	Newmarket.....	876	1,031
Causapsal.....	790	788	Niagara Falls.....	1,494	2,071
Chandler.....	780	242	North Bay.....	1,112	1,352
Chicoutimi.....	1,833	1,623	Oakville.....	693	907
Cowansville.....	456	324	Orillia.....	607	917
Dolbeau.....	777	668	Oshawa.....	3,982	5,000
Drummondville.....	1,290	1,454	Ottawa.....	4,032	5,013
Farnham.....	297	434	Owen Sound.....	678	1,100
Forestville.....	339	217	Parry Sound.....	270	317
Gaspé.....	450	316	Pembroke.....	1,323	1,299
Granby.....	1,407	1,607	Perth.....	349	422
Hull.....	2,031	2,421	Peterborough.....	2,251	2,910
Joliette.....	2,106	2,568	Picton.....	185	272
Jonquière.....	1,985	1,828	Port Arthur.....	2,422	2,298
Lachute.....	488	550	Port Colborne.....	629	796
La Malbaie.....	621	499	Prescott.....	486	553
La Tuque.....	767	512	Renfrew.....	261	309
Lévis.....	1,603	2,307	St. Catharines.....	2,892	3,360
Louiseville.....	577	748	St. Thomas.....	711	1,221
Magog.....	331	511	Sarnia.....	1,956	2,195
Maniwaki.....	352	420	Sault Ste. Marie.....	1,613	2,048
Matane.....	786	488	Simcoe.....	609	892
Mégantic.....	447	504	Sioux Lookout.....	162	109
Mont-Laurier.....	462	411	Smiths Falls.....	345	338
Montmagny.....	905	626	Stratford.....	535	589
Montreal.....	44,537	49,002	Sturgeon Falls.....	678	621
New Richmond.....	650	403	Sudbury.....	2,631	2,827
Port Alfred.....	642	386	Tilsonburg.....	315	355
Québec.....	7,214	8,434	Timmins.....	1,622	1,644
Rimouski.....	1,815	1,484	Toronto.....	29,719	38,104
Rivière du Loup.....	1,391	1,412	Troutville.....	432	699
Roberval.....	927	720	Walkerton.....	370	548
Rouyn.....	1,645	1,766	Wallaceburg.....	436	488
Ste. Agathe des Monts.....	540	572	Welland.....	1,595	2,013
Ste. Anne de Bellevue.....	589	745	Weston.....	2,884	3,209
Ste. Thérèse.....	1,275	1,635	Windsor.....	7,043	7,804
St. Hyacinthe.....	1,120	1,537	Woodstock.....	750	1,095
St. Jean.....	1,413	1,716			
St. Jérôme.....	1,049	1,382	<b>Manitoba</b> .....	<b>15,858</b>	<b>15,034</b>
Sept-Îles.....	1,140	1,030	Brandon.....	1,189	1,133
Shawinigan.....	2,937	2,459	Dauphin.....	690	648
Sherbrooke.....	3,073	4,071	Flin Flon.....	182	200
Sorel.....	1,406	1,601	Portage la Prairie.....	581	556
Thetford Mines.....	882	936	The Pas.....	299	244
Trois-Rivières.....	2,822	3,123	Winnipeg.....	12,917	12,253

**TABLE D-4—REGISTRATIONS FOR EMPLOYMENT AT OCTOBER 31, 1961  
AND NOVEMBER 3, 1960—Concluded**

(Source: National Employment Service, Unemployment Insurance Commission)

Office	Oct. 31, 1961 <sup>(1)</sup>	Nov. 3, 1960	Office	Oct. 31, 1961 <sup>(1)</sup>	Nov. 3, 1960
<b>Saskatchewan</b> .....	<b>10,760</b>	<b>9,676</b>	<b>British Columbia—(Conc'd)</b>		
Estevan.....	279	227	Cranbrook.....	605	700
Lloydminster.....	231	224	Dawson Creek.....	674	729
Moose Jaw.....	850	933	Duncan.....	510	564
North Battleford.....	495	583	Kamloops.....	938	996
Prince Albert.....	1,153	1,095	Kelowna.....	669	588
Regina.....	3,051	2,704	Kitimat.....	135	166
Saskatoon.....	2,523	2,310	Mission City.....	808	898
Swift Current.....	450	390	Nanaimo.....	739	1,110
Weyburn.....	272	199	Nelson.....	674	737
Yorkton.....	1,456	1,011	New Westminster.....	7,464	8,825
<b>Alberta</b> .....	<b>19,997</b>	<b>22,364</b>	Penticton.....	712	842
Blairmore.....	205	374	Port Alberni.....	643	728
Calgary.....	6,992	8,271	Prince George.....	1,897	2,305
Drumheller.....	253	228	Prince Rupert.....	1,108	1,243
Edmonton.....	8,149	9,296	Princeton.....	327	348
Edson.....	384	497	Quesnel.....	964	1,113
Grande Prairie.....	650	548	Trail.....	552	582
Lethbridge.....	1,440	1,421	Vancouver.....	21,596	25,666
Medicine Hat.....	1,022	897	Vernon.....	1,034	1,083
Red Deer.....	902	832	Victoria.....	3,507	4,581
<b>British Columbia</b> .....	<b>47,859</b>	<b>56,473</b>	Whitehorse.....	415	438
Chilliwack.....	1,250	1,326	<b>CANADA</b> .....	<b>356,925</b>	<b>405,739</b>
Courtenay.....	638	905	Males.....	249,228	281,484
			Females.....	107,697	124,255

<sup>1</sup> Preliminary subject to revision.

\* Prior to March 1961, the office at Sydney Mines, N.S. operated as a branch of Sydney.

**TABLE D-5—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES, 1956-1961**

(Source: National Employment Service, Unemployment Insurance Commission)

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1956.....	1,046,979	748,464	298,515	68,522	252,783	379,085	210,189	136,400
1957.....	877,704	586,780	290,924	59,412	215,335	309,077	185,962	107,918
1958.....	840,129	548,663	291,466	56,385	198,386	287,112	181,772	116,474
1959.....	986,073	661,872	324,201	70,352	239,431	336,597	211,951	127,812
1960.....	958,300	641,872	316,428	86,848	252,019	302,048	198,474	118,911
1960 (10 months).....	795,184	530,001	265,183	70,746	207,544	249,224	165,388	102,282
1961 (10 months).....	924,844	617,218	307,626	77,322	245,834	309,651	175,664	116,873



## E—Unemployment Insurance

**TABLE E-1—BENEFICIARIES AND BENEFIT PAYMENTS BY PROVINCE,  
SEPTEMBER 1961**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Number of Beneficiaries Per Week (in thousands)	Weeks Paid	Amount of Benefit Paid \$
Newfoundland.....	3.5	13,972	317,605
Prince Edward Island.....	0.6	2,499	49,828
Nova Scotia.....	9.5	38,145	889,849
New Brunswick.....	6.0	24,083	509,759
Quebec.....	51.9	207,632	4,764,191
Ontario.....	62.5	250,193	5,845,200
Manitoba.....	6.8	27,017	602,352
Saskatchewan.....	4.3	17,244	374,793
Alberta.....	7.1	28,550	674,941
British Columbia.....	20.8	83,349	2,053,795
Total, Canada, September 1961.....	173.2	692,684	16,082,313
Total, Canada, August 1961.....	186.0	820,925	18,865,698
Total, Canada, September 1960.....	222.7	935,396	21,186,260

**TABLE E-2—CLAIMANTS CURRENTLY REPORTING TO LOCAL OFFICES BY  
NUMBER OF WEEKS ON CLAIM, PROVINCE AND SEX, AND PERCENTAGE POSTAL,  
SEPTEMBER 29, 1961**

(Counted on last working day of the month)

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Total Claimants	Number of weeks on claim							Percent- age Postal	September 30, 1960 Total claimants
		2 or Less	3-4	5-8	9-12	13-16	17-20	Over 20		
Canada.....	229,197	83,875	24,653	31,972	21,872	16,023	12,021	38,781	25.8	279,531
Male.....	153,887	62,774	17,252	21,073	13,021	9,089	6,911	23,767	26.5	186,162
Female.....	75,310	21,101	7,401	10,899	8,851	6,934	5,110	15,014	24.4	93,369
Newfoundland.....	4,583	1,148	449	755	507	307	252	1,165	60.1	5,244
Male.....	3,599	943	355	619	390	214	180	898	62.1	4,112
Female.....	984	205	94	136	117	93	72	267	52.8	1,132
Prince Edward Island....	641	135	76	89	107	64	45	125	57.9	785
Male.....	391	87	46	58	74	35	29	62	65.0	482
Female.....	250	48	30	31	33	29	16	63	46.8	303
Nova Scotia.....	10,966	3,033	1,379	1,625	1,041	795	606	2,487	32.6	12,417
Male.....	8,451	2,371	1,114	1,274	768	551	453	1,920	32.6	9,632
Female.....	2,515	662	265	351	273	244	153	567	32.8	2,785
New Brunswick.....	7,515	2,287	812	1,032	771	571	424	1,618	47.4	9,122
Male.....	5,194	1,701	594	695	498	341	249	1,116	49.8	6,767
Female.....	2,321	586	218	337	273	230	175	502	42.1	2,355
Quebec.....	67,696	22,976	7,354	9,525	7,025	5,343	4,020	11,453	27.0	84,717
Male.....	45,481	17,038	5,428	6,469	4,179	3,036	2,314	7,017	27.7	56,271
Female.....	22,215	5,938	1,926	3,056	2,846	2,307	1,706	4,436	25.5	28,446
Ontario.....	85,990	36,030	8,563	11,518	7,413	5,214	3,898	13,354	19.7	105,656
Male.....	58,071	27,742	5,789	7,486	4,362	2,825	2,129	7,738	19.4	68,643
Female.....	27,919	8,288	2,774	4,032	3,051	2,389	1,769	5,616	20.2	37,013
Manitoba.....	8,755	2,605	1,027	1,249	1,036	776	567	1,495	23.3	8,837
Male.....	5,562	1,785	649	760	592	432	330	1,014	24.7	5,148
Female.....	3,193	820	378	489	444	344	237	481	21.0	3,689
Saskatchewan.....	5,806	1,747	669	928	650	456	351	1,005	40.4	4,707
Male.....	3,376	1,159	407	536	335	227	189	523	43.2	2,466
Female.....	2,430	588	262	392	315	229	162	482	36.5	2,241
Alberta.....	10,442	3,664	1,012	1,593	1,021	779	656	1,717	27.6	13,178
Male.....	6,078	2,387	583	850	509	417	362	970	30.6	8,146
Female.....	4,364	1,277	429	743	512	362	294	747	23.5	5,032
British Columbia.....	26,803	10,250	3,312	3,658	2,301	1,718	1,202	4,362	24.0	34,868
Male.....	17,684	7,561	2,287	2,326	1,314	1,011	676	2,509	24.9	24,495
Female.....	9,119	2,689	1,025	1,332	987	707	526	1,853	22.3	10,373

**TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE,  
SEPTEMBER, 1961**

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	1,702	1,127	575	1,695	1,037	658	487
Prince Edward Island.....	238	142	96	234	159	75	56
Nova Scotia.....	4,866	2,663	2,203	5,622	4,461	1,161	1,129
New Brunswick.....	3,434	1,997	1,437	3,188	2,245	943	995
Quebec.....	32,647	19,102	13,545	31,378	22,534	8,844	9,876
Ontario.....	50,571	27,411	23,160	45,964	34,958	11,006	16,290
Manitoba.....	4,307	2,737	1,570	4,365	3,025	1,340	773
Saskatchewan.....	2,912	1,933	979	2,768	1,866	902	744
Alberta.....	5,736	3,476	2,260	5,725	4,020	1,705	1,384
British Columbia.....	15,567	9,248	6,319	15,056	10,393	4,663	4,420
Total, Canada, September 1961	121,980	69,836	52,144	115,995	84,698	31,297	36,154
Total, Canada, August 1961...	121,174	67,959	53,215	125,729	94,538	31,191	30,169
Total, Canada, September 1960	140,328	79,173	61,155	143,276	109,220	34,056	34,414

\* In addition, revised claims received numbered 37,640.

† In addition, 40,908 revised claims were disposed of. Of these, 3,896 were special requests not granted and 1,448 were appeals by claimants. There were 9,738 revised claims pending at the end of the month.

**TABLE E-4—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT.**

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

End of:	Total	Employed	Claimants
1961—August.....	3,945,000	3,715,700	229,300
July.....	3,971,000	3,715,700	255,300
June.....	3,943,000	3,676,100	266,900
May.....	3,891,000	3,550,000	341,000
April.....	4,126,000	3,412,900	713,100
March.....	4,210,000	3,372,000	838,000
February.....	4,247,000	3,374,200	872,800
January.....	4,240,000	3,393,100	846,900
1960—December.....	4,251,000	3,496,900	754,100
November.....	4,110,000	3,624,800	485,200
October.....	4,002,000	3,671,800	330,200
September.....	3,998,000	3,718,500	279,500
August.....	4,003,000	3,722,800	280,200

## F—Prices

**TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX**

1957 Weighted

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
1957—Year.....	122.6	118.6	127.3	108.2	133.2	139.9	134.2	109.1
1958—Year.....	125.7	122.9	129.3	109.5	136.6	146.6	142.0	110.1
1959—Year.....	127.2	122.2	131.5	109.7	140.5	151.0	144.4	113.8
1960—Year.....	128.4	122.6	132.9	111.0	141.1	154.8	145.6	115.8
1960—November.....	129.1	123.5	133.3	112.4	141.9	154.7	146.6	115.8
December.....	129.3	124.2	133.3	112.4	141.8	154.9	146.6	115.8
1961—January.....	129.2	124.4	133.2	111.6	141.1	155.0	146.3	115.8
February.....	128.9	124.0	133.1	111.5	141.1	154.6	146.7	115.7
March.....	129.1	124.0	133.2	111.8	141.0	154.4	146.6	115.7
April.....	129.1	123.9	133.2	111.9	141.0	155.3	145.5	115.8
May.....	129.0	123.2	132.9	112.4	141.8	155.3	146.0	115.8
June.....	129.0	123.5	132.9	112.5	141.2	155.0	145.8	115.8
July.....	129.0	124.9	132.9	112.2	138.7	155.1	145.0	115.8
August.....	129.1	125.3	132.9	112.1	139.0	154.6	145.4	116.1
September.....	129.1	123.2	133.5	113.1	140.0	155.0	146.7	117.3
October.....	129.2	123.3	133.6	113.6	140.0	155.3	146.2	117.3
November.....	129.7	123.6	133.7	114.0	141.5	156.7	146.3	117.3

**TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF OCTOBER 1961**

(1949 = 100)

	Total			Food	Shelter	Clothing	Household Operation	Other Commodities and Services
	October 1960	September 1961	October 1961					
① St. John's, Nfld.....	115.0	116.7	116.5	111.1	114.4	110.5	111.3	132.8
Halifax.....	128.1	128.8	129.2	120.8	137.5	122.8	130.5	140.2
Saint John.....	130.0	130.8	130.8	125.4	141.2	120.9	124.5	144.1
Montreal.....	129.1	129.5	130.4	130.5	146.8	107.9	120.2	139.8
Ottawa.....	130.2	131.2	132.1	127.5	149.5	118.3	123.3	142.1
Toronto.....	132.1	132.3	132.5	125.3	152.4	117.5	125.9	141.3
Winnipeg.....	127.1	127.9	128.7	127.7	136.5	117.5	120.4	137.1
Saskatoon-Regina.....	125.7	126.4	126.8	126.2	124.3	123.5	126.5	131.0
Edmonton-Calgary.....	125.6	125.5	126.0	122.1	125.6	121.3	127.8	133.5
Vancouver.....	130.5	129.0	129.6	125.0	137.1	115.7	133.1	137.0

N.B. Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

① St. John's index on the base June 1951 = 100.



## G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts involving six or more workers and lasting at least one working day, and strikes and lockouts lasting less than one day or involving fewer than six workers but exceeding a total of nine man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the unions directly involved in the disputes leading to work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series see page 422, April issue.

**TABLE G-1—STRIKES AND LOCKOUTS, 1956-1961**

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1956.....	221	229	88,680	1,246,000	0.11
1957.....	242	249	91,409	1,634,880	0.14
1958.....	253	262	112,397	2,872,340	0.24
1959.....	203	218	100,127	2,286,900	0.19
*1960.....	272	278	48,812	747,120	0.06
*1960: October.....	34	59	9,242	92,640	0.09
November.....	28	61	5,889	52,520	0.05
December.....	12	29	1,891	30,160	0.03
*1961: January.....	6	21	2,346	28,140	0.03
February.....	8	18	1,601	20,320	0.02
March.....	21	34	4,426	41,160	0.04
April.....	18	30	6,265	59,240	0.06
May.....	33	50	12,001	107,480	0.10
June.....	21	38	12,323	128,020	0.12
July.....	28	41	8,826	94,660	0.09
August.....	32	47	8,067	64,570	0.06
September.....	31	53	10,664	105,500	0.09
October.....	30	58	41,043	428,650	0.39

\* Preliminary.

**TABLE G-2—STRIKES AND LOCKOUTS, OCTOBER 1961, BY INDUSTRY**

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Logging.....	1	220	3,680
Fishing.....	1	625	10,000
Mining.....	1	450	3,600
Manufacturing.....	24	2,556	27,740
Construction.....	18	36,000	359,410
Transportation, etc.....	4	157	2,430
Public utilities.....	1	135	2,990
Trade.....	6	138	2,670
Service.....	2	762	16,130
All industries.....	58	41,043	428,650

**TABLE G-3—STRIKES AND LOCKOUTS, OCTOBER 1961, BY JURISDICTION**

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....			
Prince Edward Island.....			
Nova Scotia.....	3	560	590
New Brunswick.....			
Quebec.....	14	31,680	297,580
Ontario.....	32	7,072	114,350
Manitoba.....	1	18	260
Saskatchewan.....			
Alberta.....	2	882	1,760
British Columbia.....	5	811	13,910
Federal.....	1	20	200
All jurisdictions.....	58	41,043	428,650

# TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, OCTOBER 1961

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			October	Accumulated		
<b>LOGGING</b> Henry Selin Forest Products, Nassau Lake, Ont.	Carpenters Loc. 2995 (AFL-CIO/CLC)	220	3,680	3,680	Oct. 3 .....	Wages, hours, working conditions, seniority~
<b>FISHING</b> Fisheries Association of B.C. Vancouver, B.C.	United Fishermen (Ind.)	625	10,000	10,000	Oct. 16 .....	Herring prices, Christmas lay-off, working conditions~
<b>MINING</b> <i>Metal Mining</i> Opemiska Copper Mines, Chapais, Que.	Mining Employees' Federation (CNTU)	450	3,600	3,600	Oct. 20 .....	Job classification, sickness and accident insurance, seniority, union security~
<b>MANUFACTURING</b> <i>Leather Products</i> Daoust & Lalonde, Montreal, Que.	Leather and Shoe Workers' Federation (CNTU)	200	4,200	5,200	Sep. 25 Oct. 30	Wages~Wage increase of 3-5¢ an hr.
<i>Wood Products</i> International Plywoods, Gatineau, Que.	Pulp and Paper Mill Workers Loc. 143 (AFL-CIO/ CLC)	235	2,150	11,750	Aug. 3 Oct. 14	Wages~2¢ an hr. the first yr. a further 3¢ the second yr.; \$40 in lieu of retro- activity.
Canadian Office and School Furniture, Preston, Ont.	Carpenters Loc. 3189 (AFL-CIO/CLC)	155	2,580	5,090	Sep. 8 .....	Union security~
Dominion Ayers, Ayersville, Que.	Carpenters Loc. 3263 (AFL-CIO/CLC)	133	2,790	3,750	Sep. 22 .....	Wages~
<i>Iron and Steel Products</i> Dominion Steel and Coal, Sydney, N.S.	Steelworkers Loc. 1064 (AFL-CIO/CLC)	250	250	250	Oct. 4 Oct. 5	Disciplinary dismissal of one worker~Return of workers pending investi- gation.
<i>Transportation Equipment</i> Fruehauf Trailer, Dixie, Ont.	Auto Workers Loc. 252 (AFL-CIO/CLC)	161	2,820	2,820	Oct. 5 .....	Wages, hours, overtime~
<i>Non-Metallic Mineral Products</i> Ready-Mix Concrete Associa- tion of Ontario, Toronto, Ont.	Teamsters Loc. 230 (Ind.)	700	3,500	3,500	Oct. 4 Oct. 12	Honouring of picket lines~ Agreement reached on extent to which picket lines will be honoured.
<b>CONSTRUCTION</b> Builders Exchange, Montreal, Que.	Sheet Metal Workers Loc. 116 (AFL-CIO/CLC)	30,000	276,000	300,000	Sep. 1 Oct. 23	Wages, separate agree- ments with member con- tractors~Agreement with Builders Exchange grant- ing 10¢ an hr. increase immediately, 5¢ in six weeks, 5¢ an hr. July 1, 1962, a final 5¢ Jan. 1, 1963.
Toronto Sheet Metal Labour Bureau, Toronto, Ont.	Sheet Metal Workers Loc. 30 (AFL-CIO/CLC)	600	12,600	21,600	Sep. 11 .....	Wages, travelling time~
Windsor Builders and Contrac- tors Exchange, Windsor, Ont.	I.B.E.W. Loc. 773, other building trades unions (AFL-CIO/CLC)	1,900	39,900	49,940	Sep. 20 .....	Wages, fringe benefits~
Structural Steel Erectors Associ- ation of Ontario, Toronto, Hamilton, other centres, Ont.	Structural Iron Workers, various locs. (AFL-CIO/ CLC)	985	19,350	26,730	Sep. 12 .....	Wages, fringe benefits~
Pigott Construction, Toronto, Ont.	Sheet Metal Workers Loc. 30 (AFL-CIO/CLC)	209	1,050	1,680	Sep. 27 Oct. 10	Jurisdictional dispute be- tween union~Withdrawal of pickets.
Canadian Betchel, Pincher Creek, Alta.	Various trade unions	870	1,740	1,740	Oct. 2 Oct. 4	Disciplinary dismissal of three workers~Return of workers.

**TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS,  
OCTOBER 1961—Concluded**

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues — Result
			October	Accu- mulated		
Fourteen glass installation firms, Toronto, Ont.	Painters Loc. 1819 (AFL-CIO/CLC)	225	3,600	3,600	Oct. 5 Oct. 30	Wages~20¢ an hr. immediately, 15¢ May 1, 1962, 15¢ May 1, 1963 other improvements.
Two construction firms, Toronto, Ont.	Several building trade unions	131	260	260	Oct. 19 Oct. 23	Union security~First agreement signed; employees to join the respective unions.
Stone & Webster Canada, Tracy, Que.	Building Workers' Federation (CNTU)	250	2,000	2,000	Oct. 19 Oct. 28	Hiring of local workers~Local workers will be given priority.
Toronto Builders Exchange, Toronto, Ont.	Structural Iron Workers Loc. 721 (AFL-CIO/CLC)	270	2,160	2,160	Oct. 20 .....	Wages~
Cape-Tidewater Construction, Point Tupper, N.S.	Plumbers Loc. 682 (AFL-CIO/CLC)	300	150	150	Oct. 20 Oct. 20	Dismissal of two workers~Return of workers.
Catalytic Construction Sarnia, Ont.	Building trades unions (Sarnia Council) (AFL-CIO)	113	340	340	Oct. 23 Oct. 26	Parking problem~Parking space secured.
PUBLIC UTILITY OPERATION City of Hamilton, Hamilton, Ont.	International Operating Engineers Loc. 700 (AFL-CIO)	135	2,990	3,180	Sep. 28 .....	Wages~
SERVICE Royal York Hotel, Toronto, Ont.	Hotel Employees Loc. 299 (AFL-CIO/CLC)	750	15,810	119,580	Apr. 24 .....	Wages~

## Publications Received in Library

(Continued from page 1298)

53. U.S. BUREAU OF LABOR STATISTICS. *Labor Requirements for School Construction*. Washington, GPO, 1961. Pp. 50.

This study was made to determine the man-hour requirements associated with the construction of public elementary and secondary schools in the U.S.

54. U.S. BUREAU OF LABOR STATISTICS. *The OEEC Program on Scientific Manpower*. Washington, 1959. Pp. 16.

55. U.S. OFFICE OF EDUCATION. DIVISION OF VOCATIONAL EDUCATION. *Peacetime Radiation Hazards in the Fire Service. Orientation Unit—Instructor's Guide*. Developed jointly by the Trade and Industrial Education Branch of the U.S. Office of Education and the Office of Industrial Relations, U.S. Atomic Energy Commission. Washington, GPO, 1961. Pp. 42.













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